

Charter School Office

**Premier Charter School: Contract Term SY21-SY25
PERFORMANCE CONTRACT SUMMARY**

STANDARDS	SY25 RATING	
I. ACADEMIC PERFORMANCE		
State and Federal Accountability	Exceeds	Does Not Meet
Academic Proficiency	Does Not Meet	
Academic Growth	Exceeds	
II. FINANCE		
Near-Term Measures	Meets	Meets
Sustainability Measures	Meets	
Financial Operations	Meets	
III. LEARNING ENVIRONMENT		
School Environment	Meets	Meets
Education Program Compliance	Meets	
Student Rights and Requirements	Meets	
Mission-Specific Goals	Approaches	
IV. GOVERNANCE		
Effective Governance Practices	Meets	Meets
School Leader Accountability	Meets	
Compliance and Reporting	Meets	
V. OPERATIONS AND ORGANIZATIONAL		
Employee Rights and Requirements	Meets	Meets
Compliance and Reporting	Meets	
Teacher Retention	Meets	

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 to the school.

REVIEW SUMMARY

In review, Premier Charter School has met the terms of the Performance Contract in four of five areas: Finance, Learning Environment, Governance, and Operations and Organizational Compliance. They did not meet targets related to Academic Performance, specifically in Academic Achievement. In the area of Academic Performance, they demonstrated exceptional growth, though, which overtime could lead to greater outcomes.

FINDINGS

Strengths:

- PCS exceeds outcomes for SLPS in ELA, Math, and Science for All students.
- PCS made strong growth for all students and student groups in both ELA and math, in SY25.
- PCS provides a supportive, structured learning environment, focused on building strong relationships and taking care of all of the people in the building (students and staff).
- PCS has designed and implements an exceptional teacher development program that leads to high levels of staff satisfaction and retention.
- PCS has maintained financial health for many years.
- PCS's board is active and engaged in the mission of the school.
- PCS has very mature operations and systems to support their academic program and school culture. They have codified many of these practices to ensure sustained effective implementation.
- PCS's campus is ample, welcoming, and provides outside and alternative learning spaces.
- PCS's school leaders are deeply committed to the mission, the people of the community, and being leaders for other schools, sharing their knowledge and expertise generously.

Areas for Growth:

- While PCS had strong growth for students, they must strive to make adequate growth each year to work toward being "On Track." In the coming year, PCS will have a new contract and framework to evaluate performance. This framework will include progress toward goals.
- PCS's attendance was below the target in this contract.

CONCLUSION

PCS's school culture and business infrastructure are impressive. Their school culture, commitment to SEL, and teacher development programs are models to learn from. PCS is implementing a plan to make strides toward improving outcomes and returning to their performance trajectory prior to the pandemic. They showed strong individual student growth in SY25, but they must show progress in Academic Achievement in coming years in order to fully meet the terms of the UMSL Charter Contract in the future. For SY25, the UMSL CSO determines that PCS has sufficiently met the terms of the UMSL Charter Contract.

I. ACADEMIC PERFORMANCE

STANDARDS		INDICATORS/ MEASURES					PERFORMANCE DURING CONTRACT			
State and Federal Accountability	Indicators/ Measures	SY 21	SY 22	SY 23	SY 24	SY 25	Cumulative Rating	Direction	Notes	
* State Rating-APR	70+	N/A	79	74	80	80	EXCEEDS	↔	- SY21 not to be used for accountability; - Comparisons are a new metric in SY22 and are not part of the Performance Contract.	
Exceeds Home District APR	Exceeds Home District? (Meets or Exceeds if SLPS Score in this line is less than charter school score)	N/A	SLPS = 64	SLPS = 63	SLPS = 66	SLPS = 67	EXCEEDS	↔		
Academic Proficiency	Indicators/ Measures	SY 21	SY 22	SY 23	SY 24	SY 25	Cumulative Rating	Direction	Notes	
* ELA: % Proficient/Advanced (All)	Target	41%	33%	35%	37%	39%	PARTIALLY MEETS	↘	- SY21 not to be used for accountability - Comparisons are a new metric in SY22 and are not part of the Performance Contract	
	Actual Score	31%	34%	34%	36%	35%				
ELA: Proficiency Comparison (All K-8)	Exceeds Home District? (Meets or Exceeds if SLPS Score in this line is less than charter school score)	SLPS (K-8) P/A 16%	SLPS (K-8) P/A 17%	SLPS (K-8) MPI 326 P/A 19%	SLPS (K-8) MPI 325 P/A 18%	SLPS (K-8) MPI 326 P/A 19%	EXCEEDS	↔		
* ELA: % Proficient/Advanced (Student Groups)	Target	33%	25%	27%	29%	31%	DOES NOT MEET	↔		
	Actual Score	24%	21%	22%	23%	23%				
* ELA: MPI (All)	Target	324	295	300	305	310	DOES NOT MEET	↘		
	Actual Score	289	366/ 296	365/ 292	374/ 307	Approaching 360/ 290				
* ELA: MPI (Student Groups)	Target	304	272	275	278	281	DOES NOT MEET	↘		
	Actual Score	268	345/ 265	342/ 270	349/ 273	Approaching 345/				
* Math: % Proficient/Advanced (All)	Target	33%	20%	22%	24%	26%	Meets	↘		
	Actual Score	18%	23%	25%	28%	26%				

Math: Proficiency Comparison (All K-8)	Exceeds Home District? (Meets or Exceeds if SLPS Score in this line is less than charter school score)	SLPS (K-8) P/A 9%	SLPS (K-8) P/A 11%	SLPS (K-8) MPI 283 P/A 14%	SLPS (K-8) MPI 287 P/A 15%	SLPS (K-8) MPI 287 P/A 16%	EXCEEDS	↔	<p>per MSIP 5, the end number is the conversion to an MSIP 5 calculation made to compare to Contract targets and determine if target met.</p> <p>Measure Rating Key: - Exceeds if results are 2 percentage points greater than the Proficient/Advanced target or 5 points greater than MPI target - Meets if results are between -1.9 and 1.9 percentage points from Proficient/Advanced target or - 4.9 or 4.9 MPI points of MPI target - Partially Meets if results are between 2 and 4 percentage points less than Proficient/Advanced target or 5-10 points less than MPI target - Does Not Meet if results are more than 4 percentage points less than Proficient/Advanced target or 10 points less than MPI target</p>
* Math: % Proficient/Advanced (Student Groups)	Target	26%	15%	17%	19%	21%	DOES NOT MEET	↘	
	Actual Score	13%	14%	14%	18%	16%			
* Math: MPI (All)	Target	279	220	225	230	235	EXCEEDS	↔	
	Actual Score	215	325/241	333/ 235	341/ 262	Approaching 339/ 256			
* Math: MPI (Student Groups)	Target	254	198	201	204	207	EXCEEDS	↔	
	Actual Score	195	302/211	308/ 218	317/ 228	Approaching 316/2			
* Science: % Proficient/Advanced (All)	Target	45%	32%	34%	36%	38%	DOES NOT MEET	↗	
	Actual Score	30%	25%	27%	26%	28%			
Science: Proficiency Comparison (Grade 5)	Exceeds Home District? (Meets or Exceeds if SLPS Score in this line is less than charter school score)	SLPS (K-8) P/A 12%	SLPS P/A 16% (5th); 15% (8th)	SLPS (K-8) MPI 313 P/A 17%	SLPS MPI 304 P/A 15% (5th); 13% (8th)	SLPS (K-8) MPI 311 P/A 17%	EXCEEDS	↔	
* Science: % Proficient/Advanced (Student Groups)	Target	36%	20%	22%	24%	26%	DOES NOT MEET	↗	
	Actual Score	18%	13%	16%	13%	18%			
* Science: MPI (All)	Target	302	304	306	308	310	DOES NOT MEET	↔	
	Actual Score	295	344/ 251	351/ 266	351/ 264	Approaching 351/260			
* Science: MPI (Student Groups)	Target	275	277	279	281	283	DOES NOT MEET	↔	
	Actual Score	234	318/211	330/ 235	326/ 227	Approaching 328/2			

Academic Growth	Indicators/ Measures	SY 21	SY 22	SY 23	SY 24	SY 25	Cumulative Rating	Direction	Notes
ELA: NCE Score (All)	>= 50	51.9	Above Average 53	Above Average 52	Target 53.8	Target 51.9	EXCEEDS	↔	
ELA: NCE Comparison (All)	Exceeds Home District? (Meets or Exceeds if SLPS Score is less than charter school score or school met target)	SLPS 49.8	SLPS 51.1	SLPS - Above Average 50.2	SLPS - Approaching 0	SLPS On Track 50.2	EXCEEDS	↔	- NCE (Normal Curve Equivalent) was a new metric for SY21, and is not part of the Performance Contract - NCE is a grade 4-8 metric and measures growth of individual students against the growth of similar peers - SY 21 not to be used for accountability
ELA: NCE Score (Student Groups)	>= 50	N/A	Above Average 52.90	Above Average 51.6	Target 52.6	Target 50.7	EXCEEDS	↔	Measure Rating Key: - Exceeds if school NCE is greater than 52 (SY21) or Above Average (SY22-23) or Target (SY24-25)
Math: NCE Score (All)	>= 50	49.5	Above Average 51.5	Above Average 51.2	Target 52.7	Target 51.9	EXCEEDS	↔	- Meets if school NCE is between 50-51.9 (SY21) or Average and > 50 (SY22-23) or On Track (SY24-25)
Math: NCE Comparison (All)	Exceeds Home District? (Meets or Exceeds if SLPS Score is less than charter school score or school met target)	SLPS 48.9	SLPS 49.5	SLPS - Above Average 50.7	SLPS - On Track 50.7	SLPS Approaching 49	EXCEEDS	↔	- Partially Meets if school NCE is between 48.9-49.9 (SY21) or Average and < 50 (SY22-23) or Approaching (SY24)-25 - Does Not Meet if school NCE is less than 48.9 or Below Average (SY22-23) or Emerging (SY24-25)
Math: NCE Score (Student Groups)	>= 50	N/A	Above Average; 52	Average 50.9	Target 52.1	Target 51.6	EXCEEDS	↔	

II. FINANCE

STANDARDS		INDICATORS/ MEASURES		PERFORMANCE DURING CONTRACT						
Near-Term Measures	Indicators/ Measures	SY 21	SY 22	SY 23	SY 24	SY 25	Cumulative Rating	Direction	Notes	
Student enrollment and attendance numbers are in line with the charter agreement, and provide evidence the school is a viable school of choice	Materially Compliant	946	940	918	904	931	MEETS	↔	PCS consistently maintains strong enrollment.	
Fund Balance	Materially Compliant	6,236,976	7,471,462	9,238,149	9,480,126	11,925,669	MEETS	↗		
Sustainability Measures	Indicators/ Measures	SY 21	SY 22	SY 23	SY 24	SY 25	Cumulative Rating	Direction	Notes	
* % Surplus	> 10%	55%	53%	62%	59%	69%	MEETS	↗	PCS has accumulated a significant fund balance in anticipation of potentially expanding and building a new space in the coming years.	
Expenditures Less than Receipts for the Fiscal Year	Expenditures/ Revenue < 1	0.9	0.94	0.92	1.00	0.94	MEETS	↔		
Financial Operations	Indicators/ Measures	SY 21	SY 22	SY 23	SY 24	SY 25	Cumulative Rating	Direction	Notes	
* Complies with annual auditing and ASBR requirements, and remedy all audit findings	Materially Compliant	Meets	Meets	Meets	Meets	Meets	MEETS	↔		
* Maintains adequate fiscal health, as evidenced by producing regular financial statements, ensuring board review and oversight of payments, and paying all obligations in a timely manner	Materially Compliant	Meets	Meets	Partially Meets	Partially Meets	Meets	MEETS	↔		
* Fiscal records are appropriately maintained	Materially Compliant	Meets	Meets	Meets	Meets	Meets	MEETS	↔		

* The school operates in a fiscally sound and appropriate manner	Materially Compliant	Meets	Meets	Meets	Meets	Meets	MEETS	↔	PCS builds long-term budget projections that align to their Strategic Plan. They are conservative in revenue assumptions. Before making significant changes to expenditures, PCS ensures the changes can be sustained over time. They fully inform the board of the fiscal implications of several strategic scenarios to inform their decision-making.
* School business and expenses, including personnel, are made free of conflict of interest and directed toward meeting the mission of the school	Materially Compliant	Meets	Meets	Meets	Meets	Meets	MEETS	↔	
* Core Data and other required school reporting is conducted in a timely and appropriate manner	Materially Compliant	Meets	Meets	Meets	Meets	Meets	MEETS	↔	

III. LEARNING ENVIRONMENT

STANDARDS	INDICATORS/ MEASURES	PERFORMANCE DURING CONTRACT							
School Environment	Indicators/ Measures	SY 21	SY 22	SY 23	SY 24	SY 25	Cumulative Rating	Direction	Notes
* Complies with facilities and transportation requirements	Materially Compliant	Meets	Meets	Meets	Meets	Meets	MEETS	↔	PCS does not provide transportation.
* Meets all state and local standards relative to health and safety; maintains a clean and safe environment that supports the educational mission of the school	Materially Compliant	Meets	Meets	Meets	Meets	Meets	MEETS	↔	PCS's campus includes an early childhood center, elementary school, and middle school. Student spaces in each building are spacious, and observed classrooms are clean, well-organized, and show intentional student and learning-focused design. Significant outdoor space and a central courtyard are used for recreation, physical education, and learning outside of the classroom. The campus is welcoming, spacious, and organized to support student learning across age groups. PCS has discussed plans for future building upkeep projects during board meetings and in conversations with the UMSL CSO.

Education Program Compliance	Indicators/ Measures	SY 21	SY 22	SY 23	SY 24	SY 25	Cumulative Rating	Direction	Notes
Implements the material terms of the education program as defined in the current charter contract	Materially Compliant		Meets	Meets	Meets	Meets	MEETS	↔	<p>- Reviewed/Did not receive a rating prior to SY22</p> <p>Character Education is the cornerstone of PCS's approach. PCS sets goals for teachers related to character education, and there are in-progress plans to incorporate character education into class curriculums. Character Education is a consistent consideration in every decision the school makes: notably PD, hiring, and curriculum development.</p> <p>Teacher interviews indicate PCS is a safe place for students and staff, and students are offered the resources they need to meet social and emotional needs. There is an emphasis placed on making sure students have adults in the building that they can trust and come to when they need support.</p>
Complies with applicable education requirements	Materially Compliant		Meets	Meets	Meets	Meets	MEETS	↔	- Reviewed/Did not receive a rating prior to SY22

Student Rights and Requirements	Indicators/ Measures	SY 21	SY 22	SY 23	SY 24	SY 25	Cumulative Rating	Direction	Notes
Protects the rights of all students	Materially Compliant		Meets	Meets	Meets	Meets	MEETS	↔	<p>- Reviewed/Did not receive a rating prior to SY22</p> <p>PCS's mission emphasizes character education and a deep commitment to whole child development. This approach includes providing a safe and supporting environment for students, where they are allowed to be curious and empowered learners.</p> <p>Student surveys indicate students feel positively about their teachers. Students responded that teachers are enthusiastic, offer sufficient support, and provide a sense of belonging. Parent surveys echo students' sense of belonging and showed improvement in their perceptions of many of the areas of PCS's Profile of the 8th grade graduate: appreciative of difference, curious, emotionally intelligent, empowered, and school safety. Students and parents both responded that they feel students are respected by teachers.</p>
Protects the rights of students with disabilities	Materially Compliant		Meets	Meets	Meets	Meets	MEETS	↔	<p>- Reviewed/Did not receive a rating prior to SY22</p> <p>PCS offers robust special education services which meet DESE compliance standards based on documentation provided. Caseloads are maintained at a manageable level and teachers are assigned to grade level teams to provide support to the teachers as well as students. Appropriate professional development opportunities are provided to spec ed teachers and paraprofessionals. PCS reviews special education student data regularly--both MAP, IReady, and IEP goals.</p>
Protects the rights of English Language Learner (ELL) students	Materially Compliant		Meets	Meets	Meets	Meets	MEETS	↔	<p>- Reviewed/Did not receive a rating prior to SY22</p> <p>- PCS's ELL program meets standards and an LAU plan has been developed.</p>
School-Specific Goals	Indicators/ Measures	SY 21	SY 22	SY 23	SY 24	SY 25	Cumulative Rating	Direction	Notes
* Attendance	> 85%	85%	71%	65%	74%	80%	PARTIALLY MEETS	↗	

* Student Retention Rate (Enrollment from October Core data of previous year to October Core data of current year)	≥ 80%	88%	88%	87%	90%	90%	MEETS	↔	PCS has very strong student retention year over year.
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IV. GOVERNANCE

STANDARDS	INDICATORS/ MEASURES	PERFORMANCE DURING CONTRACT								
Effective Governance Practices	Indicators/ Measures	SY 21	SY 22	SY 23	SY 24	SY 25	Cumulative Rating	Direction	Notes	
* Maintains an active, involved board as described in their charter	Materially Compliant	Meets	Meets	Meets	Meets	Meets	MEETS	↔	<p>The PCS board actively participates in meetings and comes to meetings prepared to discuss the meeting's agenda. Board member attendance across all meetings was 79%. Board members often request additional information and data on school operations and student performance. Board members are proactive in researching topics relevant to PCS in order to offer their own suggestions and perspectives during board meetings. Board committees, most notably the finance committee, regularly present their detailed work and recommendations to the full board.</p> <p>The board is active in the community and thinks strategically about education in the region. The PCS Board President studies educational systems to develop a strong vision for how PCS can best participate in a larger strategic approach to improving education in St. Louis and the surrounding areas. He is an advocate for PCS and beyond.</p>	

<p>* The school Board operates legitimately and in the best interest of its students and mission</p>	<p>Materially Compliant</p>	<p>Meets</p>	<p>Meets</p>	<p>Meets</p>	<p>Meets</p>	<p>Meets</p>	<p>MEETS</p>	<p>↔</p>	<p>PCS's "North Star" is to be "focused on building both a strong academic foundation and the social-emotional skills needed for students to succeed in high school and beyond." The board of PCS is focused on this mission, as evidenced by the board regularly receiving detailed reports on academic achievement from school leadership and discussing the school's approach to targeted academic interventions. The board's strategic plan outlines PCS's profile of a successful 8th grade graduate who is set up for future success, and uses this profile to guide discussion and inquiry on school performance. The board also has active conversations about how they and the school are working to fulfill the school's commitment to whole child and character education.</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</p>	<p>6+ hours/member annually</p>	<p>Meets</p>	<p>Meets</p>	<p>Does Not Meet</p>	<p>Meets</p>	<p>Meets</p>	<p>MEETS</p>	<p>↔</p>	<p>New PCS board members have an orientation process that includes a session on finance, PCS's School Performance Dashboard, and student assessment. Last year PCS board members completed professional development in the areas of literacy, finance, SPED, academic data review, and the UMSL charter contract and processes.</p>
<p>* Appropriate board policies are developed, revised as needed, and followed</p>	<p>Materially Compliant</p>	<p>Meets</p>	<p>Meets</p>	<p>Meets</p>	<p>Meets</p>	<p>Meets</p>	<p>MEETS</p>	<p>↔</p>	<p>The PCS board reviews, updates, and adopts board policies as necessary.</p>
<p>* Meetings are regularly scheduled and appropriately conducted</p>	<p>Materially Compliant</p>	<p>Meets</p>	<p>Meets</p>	<p>Meets</p>	<p>Meets</p>	<p>Meets</p>	<p>MEETS</p>	<p>↔</p>	

* The Board annually self-evaluates using a standardized tool that assesses performance based on setting goals, developing policy, and communication	Materially Compliant	Meets	Partially Meets	Does Not Meet	Does Not Meet	Meets	MEETS	↔	The PCS board completed a yearly board self-assessment in SY25.
Strategic Plans, Board Goals	Materially Compliant		Meets	In Process	Meets	Meets	MEETS	↔	- Reviewed/Did not receive a rating prior to SY22
School Leader Accountability	Indicators/ Measures	SY 21	SY 22	SY 23	SY 24	SY 25	Cumulative Rating	Direction	Notes
* The Board implements a transparent process for evaluating the school leader that includes evaluation of core competency categories and progress made on yearly school goals	Materially Compliant	Does Not Meet	Does Not Meet	Meets	Meets	Meets	MEETS	↔	PCS's school leader evaluation process consists of initial goal setting based on leader and school goals, and an annual evaluation. The board uses progress toward goals and a written self-reflection to evaluate the school leader.

Compliance and Reporting	Indicators/ Measures	SY 21	SY 22	SY 23	SY 24	SY 25	Cumulative Rating	Direction	Notes
* Consistently abide by all Missouri laws	Materially Compliant	Meets	Meets	Meets	Meets	Meets	MEETS	↔	
* Governance records and documentation are appropriately created and maintained	Materially Compliant	Meets	Meets	Meets	Meets	Meets	MEETS	↔	
* School business is conducted in a transparent manner subject to the provisions and sections 610.010 to 610.030, Missouri Sunshine Law; free of conflict of interest, and models best practices regarding governance roles and responsibilities.	Materially Compliant	Meets	Meets	Meets	Meets	Meets	MEETS	↔	The PCS board operates in alignment with Missouri Sunshine Law.
* The Board communicates in a timely manner with UMSL's sponsorship liaison about significant policy, personnel, school performance or legal issues	Materially Compliant	Meets	Meets	N/A	N/A	Meets	MEETS	↔	PCS school leadership is proactive in communicating with UMSL about concerns or potential issues. PCS's board depends on school leadership to communicate concerns to UMSL.
* The Board officially reviews the sponsor's Annual Review at one of its board meeting	Materially Compliant	Meets	Meets	Meets	Meets	Meets	MEETS	↔	

V. OPERATIONS AND ORGANIZATIONAL COMPLIANCE

STANDARDS	INDICATORS/ MEASURES	PERFORMANCE DURING CONTRACT							Direction	Notes
Employee Rights and Requirements	Indicators/ Measures	SY 21	SY 22	SY 23	SY 24	SY 25	Cumulative Rating			
<p>* Maintains a professional development system that includes a teacher evaluation system that meets state requirements, retention of excellent teachers, and removal or development of teachers that are not meeting expectations</p>	<p>Materially Compliant</p>	Meets	Meets	Meets	Meets	Meets	MEETS	↔	<p>PCS has implemented a 3-year program to onboard new teachers, where teachers are grouped into yearly cohorts that focus on promoting teacher effectiveness in the classroom and PCS's school culture. New teachers in the program noted it is effective at making teachers feel supported.</p> <p>Staff surveys indicate a high level of satisfaction in professional development during SY25. Staff strongly agreed that they receive regular, actionable feedback and the school is committed to improving instruction at PCS.</p> <p>Teacher interviews indicated that PCS has focused on ELA and academic monitoring in PD during SY25. Teachers also indicated they have appreciated differentiated PD tailored to their individual needs needs.</p> <p>PCS has heavily invested in instructional coaches for grade levels and content areas. Building leaders and coaches collaborate to reflect on teacher growth toward goals.</p>	
<p>* Personnel procedures and practices are conducted in a manner that promotes instructional effectiveness and continuous school improvement</p>		Does Not Meet	Does Not Meet	Meets	Meets	Meets	MEETS	↔		

Meeting teacher and other staff credentialing requirements	Materially Compliant		Does Not Meet	Meets	Meets	Meets	MEETS	↔	Reviewed/Did not receive a rating prior to SY22
Compliance and Reporting	Indicators/ Measures	SY 21	SY 22	SY 23	SY 24	SY 25	Cumulative Rating	Direction	Notes
* Compliance rate for submitting required data and reports to UMSL	> 90%	80%	85%	93%	97%	94%	MEETS	↔	0% missing submissions; 5% late submissions
* Consistently complies with DESE reporting requirements and requests, including Core Data Submissions and Tiered Monitoring requirements	Materially Compliant	Meets	Meets	Meets	Meets	Meets	MEETS	↔	
* Student enrollment procedures, including open enrollment and lottery, if needed, are appropriately conducted and documented	Materially Compliant	Meets	Partially Meets	Meets	Meets	Meets	MEETS	↔	
Document Retention requirements	Materially Compliant			Meets	Meets	Meets	MEETS	↔	- Reviewed/Did not receive a rating prior to SY22
School-Specific Goals	Indicators/ Measures	SY 21	SY 22	SY 23	SY 24	SY 25	Cumulative Rating	Direction	Notes
* Teacher Retention Rate (Percent of full time certified teachers <Code 60> from October Core Data of previous year returning to October Core Data of the current school year.)	≥ 75%	87%	76%	81%	81%	86%	MEETS	↔	Staff demonstrate appreciation for PD and coaching as well as support for their personal well-being.

- Asterisk indicates Standards in the Performance Contract
- Data is that which was available through March 1, 2026
- 5-year information is provided for the purpose of determining direction/trend from 1st year of contract to current year: ↘, ↗, ↔

Cumulative Rating Scale:

Exceeds: Consistently exceeds target, year over year OR Exceeds in current year, and demonstrates a positive trend overall

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

Partially Meets: Consistently partially meets target, year over year OR Partially meets 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 Partially meets or does not meet, and demonstrates a negative trend for two of the last three years