

*Charter School Office*

**The Biome School: Contract Term SY21-SY25  
PERFORMANCE CONTRACT SUMMARY**

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

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, The Biome School did not meet the terms of the Performance Contract in any of five areas: Academic Performance, Finance, Learning Environment, Governance, or Operations and Organizational Compliance.

**FINDINGS**

- TBS had the 9th lowest APR of 553 LEAs in Missouri.
- TBS met only 1/22 targets in the Academic Performance Standard (growth for Student Groups in ELA). All of the targets not met declined from SY24.
- TBS did not outperform SLPS in ELA, Math, or Science.
- For the 4th year in a row, TBS expended more than they received in revenue.
- TBS's attendance declined - 41% met the 90/90 target.
- TBS did not meet student and staff retention targets; both declined from SY24.
- Some of the standards rated "does not meet" were rated that way because TBS did not provide the required submissions to UMSL to demonstrate compliance.

**CONCLUSION**

The UMSL CSO determines that TBS has not met the terms of the UMSL Charter Contract. UMSL is not TBS's sponsor beginning in SY26.

# 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	71	69	64	57	<b>DOES NOT MEET</b>		- 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	<b>DOES NOT MEET</b>			
Academic Proficiency	Indicators/ Measures	SY 21	SY 22	SY 23	SY 24	SY 25	Cumulative Rating	Direction	Notes	
* ELA: % Proficient/Advanced (All)	Target	28%	31%	34%	37%	40%	<b>DOES NOT MEET</b>		- SY21 not to be used for accountability - Comparisons are a new metric in SY22 and are not part of the Performance Contract	
	Actual Score	28%	42%	29%	29%	15%				
ELA: Proficiency Comparison (All K-5)	Exceeds Home District? (Meets or Exceeds if SLPS Score in this line is less than charter school score)	SLPS (K- 5) = 14%	SLPS (K- 5) P/A = 17% MPI = 318	SLPS (K- 5) P/A = 20% MPI = 325	SLPS (K- 5) P/A = 19% MPI = 324	SLPS (K-8) MPI 323 P/A 20%	<b>Partially Meets</b>			
* ELA: % Proficient/Advanced (Student Groups)	Target	28%	31%	34%	37%	40%	<b>DOES NOT MEET</b>			
	Actual Score	24%	34%	27%	27%	13%				
* ELA: MPI (All)	Target	250	262	275	287	300	<b>DOES NOT MEET</b>			
	Actual Score	288	382/315	363/285	367/305	Approach ing 340/258				
* ELA: MPI (Student Groups)	Target	250	262	275	287	300	<b>DOES NOT MEET</b>			
	Actual Score	276	372/304	357/277	366/303	Approach ing 335/251				
* Math: % Proficient/Advanced (All)	Target	10%	12%	15%	17%	20%	<b>DOES NOT MEET</b>			
	Actual Score	7%	25%	19%	19%	8%				

Math: Proficiency Comparison (All K-5)	Exceeds Home District? (Meets or Exceeds if SLPS Score in this line is less than charter school score)	SLPS (K-5) = 10%	SLPS (K-5) P/A = 13% MPI = 280	SLPS (K-5) P/A = 16% MPI = 287	SLPS (K-5) P/A = 16% MPI = 290	SLPS (K-5) MPI 291 P/A 17%	Partially Meets	↓	conversion to an MSIP 5 calculation made to compare to Contract targets and determine if target met.  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
* Math: % Proficient/Advanced (Student Groups)	Target	8%	10%	13%	16%	18%	DOES NOT MEET	↓	
	Actual Score	5%	18%	16%	19%	7%			
* Math: MPI (All)	Target	200	212	225	238	250	DOES NOT MEET	↓	
	Actual Score	188	350/257	340/254	332/243	Emerging 287/184			
* Math: MPI (Student Groups)	Target	195	212	220	233	245	DOES NOT MEET	↓	
	Actual Score	180	338/236	335/246	331/241	Approaching 284/181			
* Science: % Proficient/Advanced (All)	Target	10%	12%	15%	17%	20%	PARTIALLY MEETS	↓	
	Actual Score	14%	24%	26%	42%	15%			
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-5) MPI 311 P/A 18%	Partially Meets	↓	
* Science: % Proficient/Advanced (Student Groups)	Target	8%	10%	13%	16%	18%	PARTIALLY MEETS	↓	
	Actual Score	14%	14%	23%	45%	15%			
* Science: MPI (All)	Target	200	212	225	238	250	PARTIALLY MEETS	↓	
	Actual Score	195	350/265	344/265	364/308	Approaching 333/235			
* Science: MPI (Student Groups)	Target	195	212	220	233	245	PARTIALLY MEETS	↓	
	Actual Score	191	339/257	339/259	364/308	Approaching 328/235			

Academic Growth	Indicators/ Measures	SY 21	SY 22	SY 23	SY 24	SY 25	Cumulative Rating	Direction	Notes
ELA: NCE Score (All)	>= 50	51.3	Average; SIG = 0 NCE = 48.7471	Average; NCE = 48.7	Approaching NCE = 50.1	Approaching 49.4	PARTIALLY MEETS	↘	<p>- NCE (Normal Curve Equivalent) was a new metric for SY21, and is not part of the Performance Contract</p> <p>- NCE is a grade 4-8 metric and measures growth of individual students against the growth of similar peers</p> <p>- SY 21 not to be used for accountability</p> <p>Measure Rating Key:</p> <p>- Exceeds if school NCE is greater than 52 (SY21) or Above Average (SY22-23) or Target (SY24-25)</p> <p>- Meets if school NCE is between 50-51.9 (SY21) or Average and &gt; 50 (SY22-23) or On Track (SY24-25)</p> <p>- Partially Meets if school NCE is between 48.9-49.9 (SY21) or Average and &lt; 50 (SY22-23) or Approaching (SY24)-25</p> <p>- Does Not Meet if school NCE is less than 48.9 or Below Average (SY22-23) or Emerging (SY24-25)</p>
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 SIG = 1 NCE = 51.1	SLPS - Above Average; NCE = 50.2	SLPS - Approaching NCE = 50	SLPS On Track 50.2	PARTIALLY MEETS	↘	
ELA: NCE Score (Student Groups)	>= 50	N/A	Average; SIG = 0 NCE = 49.1954	Average; NCE = 48.4	On Track NCE = 49.7	On Track 49.1	MEETS	↔	
Math: NCE Score (All)	>= 50	51.6	Average; SIG = 0 NCE = 48.7456	Average; NCE = 49.7	Emerging NCE = 48.3	Emerging 46.6	DOES NOT MEET	↘	
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 SIG = -1 NCE = 49.5	SLPS - Above Average; NCE = 50.7	SLPS - On Track NCE = 50.7	SLPS Approaching 49	DOES NOT MEET	↘	
Math: NCE Score (Student Groups)	>= 50	N/A	Average; SIG = 0 NCE = 48.3184	Average; NCE = 49.6	Approaching NCE = 48.1	Emerging 46.8	DOES NOT MEET	↘	

## 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	187	166	177	161	184	MEETS	↗	
Fund Balance	Materially Compliant	#####	#####	\$1,555,976	\$1,282,906	\$811,220	MEETS	↘	
Sustainability Measures	Indicators/ Measures	SY 21	SY 22	SY 23	SY 24	SY 25	Cumulative Rating	Direction	Notes
* % Surplus	> 10%	46%	33%	43%	34%	22%	MEETS	↔	
Expenditures Less than Receipts for the Fiscal Year	Expenditures/ Revenue < 1	0.82	1.05	1	1.08	1.11	DOES NOT MEET	↘	

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	Does Not Meet	Meets	Meets	Partially Meets	PARTIALLY MEETS	↔	TBS's audit was submitted late, and ASBR edits were not corrected in a timely manner.
* 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	Meets	Meets	Meets	MEETS	↔	
* Fiscal records are appropriately maintained	Materially Compliant	Meets	Meets	Meets	Does Not Meet	Meets	MEETS	↗	TBS didn't provide June Financials.
* The school operates in a fiscally sound and appropriate manner	Materially Compliant	Meets	Meets	Meets	Does Not Meet	Does Not Meet	DOES NOT MEET	↔	TBS Bank Account Information demonstrates there was only one signer on TBS's bank accounts, and that signer was not a board member. This is in violation of the UMSL Charter Contract.
* 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							Direction	Notes
		School Environment	Indicators/ Measures	SY 21	SY 22	SY 23	SY 24	SY 25		
* Complies with facilities and transportation requirements	Materially Compliant	Meets	Meets	Partially Meets	Meets	Meets	MEETS	↔	TBS 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	Partially Meets	Partially Meets	PARTIALLY MEETS	↔	<p>TBS's campus is separated into a main building housing younger grades and an annex serving older grades. Classrooms are geared toward student academic and social and emotional needs. The building's limited space is utilized creatively, with intervention spaces located in hallways/stairwells. Student transitions and structured bathroom breaks are well controlled in a small space.</p> <p>TBS did not provide evidence of a current health permit.</p>	

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	Partially Meets	Does Not Meet	<b>DOES NOT MEET</b>	↓	- Reviewed/Did not receive a rating prior to SY22 TBS Partially Met expectations with relation to their defined SST process. TBS did not provide Culture and Climate Surveys, Internal assessment data, Strategic Plan Update, or Summative Data Analysis, so compliance with this standard was not demonstrated.
Complies with applicable education requirements	Materially Compliant		Meets	Meets	Meets	Partially Meets	<b>PARTIALLY MEETS</b>	↓	- Reviewed/Did not receive a rating prior to SY22 TBS partially met standards for Literacy and Dyslexia Requirements and the Title I parent meeting

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	Partially Meets	PARTIALLY MEETS	↘	- Reviewed/Did not receive a rating prior to SY22  TBS did not provide Federal Programs- Homeless Questionnaire, so compliance with this standard was not demonstrated. UMSEL's review found Student Files were not complete for all students.
Protects the rights of students with disabilities	Materially Compliant		Meets	Meets	Meets	Meets	MEETS	↔	- Reviewed/Did not receive a rating prior to SY22  TBS's special education services meet all federal and state compliance requirements. TBS has two full time certified special education teachers and part time speech language and OT services are on staff.  Several special education-focused professional developments sessions were provided for classroom teachers in SY25.  Multiple submissions related to special education were not submitted to UMSEL.
Protects the rights of English Language Learner (ELL) students	Materially Compliant		Meets	Meets	Meets	Partially Meets	PARTIALLY MEETS	↘	- Reviewed/Did not receive a rating prior to SY22  TBS did not provide Federal Programs- ELL Questionnaire, so compliance with this standard was not demonstrated.  TBS has developed a basic LAU plan based on the model provided by DESE. The plan mentions the Collaborative Care Team -- which is not currently a Biome team--and an ELL coordinator but does not identify who holds this role.
School-Specific Goals	Indicators/ Measures	SY 21	SY 22	SY 23	SY 24	SY 25	Cumulative Rating	Direction	Notes

* Attendance	90/90	95%	54%	58%	53%	41%	<b>DOES NOT MEET</b>	↓	
* Student Retention Rate (Enrollment from October Core data of previous year to October Core data of current year)	≥ 75%	75%	83%	73%	77%	71%	<b>DOES NOT MEET</b>	↓	

## IV. GOVERNANCE

STANDARDS	INDICATORS/ MEASURES	PERFORMANCE DURING CONTRACT							Direction	Notes
		SY 21	SY 22	SY 23	SY 24	SY 25	Cumulative Rating			
Effective Governance Practices	Indicators/ Measures									
* Maintains an active, involved board as described in their charter	Materially Compliant	Meets	Meets	Meets	Meets	Meets	MEETS	↔	TBS board meeting attendance and participation of the Biome School's board at meetings fluctuates, with most board members present at most board meetings. Board attendance across all meetings was 85%. The board typically discussed topics including school governance, academic outcomes, and the school's financial health.	
* The school Board operates legitimately and in the best interest of its students and mission	Materially Compliant	Meets	Meets	Meets	Does Not Meet	Meets	MEETS	↗	The mission of TBS is "engage students in an individualized, challenging, yet nurturing educational environment, enriching their minds and cultivating confident and creative builders of the future." TBS's board emphasizes this mission and regularly discusses and receives reports on academic achievement goals in the Strategic Plan during board meetings. Discussion often focuses on efforts to raise academic outcomes for TBS students. The board is informed about new and ongoing educational programs, efforts the school is making to increase student attendance and involvement, and ways TBS is working toward developing their teachers.	
* 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	6+ hours/member annually	Meets	Meets	Partially Meets	Meets	Does Not Meet	DOES NOT MEET	↘	TBS did not submit evidence of board member training/PD for SY25 to UMSL, so compliance with this standard was not demonstrated. TBS Board member onboarding documents reference Nevada charter law instead of Missouri charter law.	

* Appropriate board policies are developed, revised as needed, and followed	Materially Compliant	Meets	Meets	Meets	Meets	Meets	MEETS	↔	
* Meetings are regularly scheduled and appropriately conducted	Materially Compliant	Meets	Meets	Does Not Meet	Meets	Meets	MEETS	↔	
* 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	Meets	Meets	Does Not Meet	PARTIALLY MEETS	↘	TBS did not submit evidence of an annual board self-evaluation for SY25 to UMSL, so compliance with this standard was not demonstrated.
Strategic Plans, Board Goals	Materially Compliant		Partially Meets	In Process	Partially Meets	Does Not Meet	DOES NOT MEET	↘	- Reviewed/Did not receive a rating prior to SY22 TBS's Strategic Plan expired in SY23; there was not an active Strategic Plan in place. TBS's Strategic Plan Update and Summative Data Analysis were not provided, so compliance with this standard was not demonstrated.

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	Meets	Partially Meets	Meets	Does Not Meet	Does Not Meet	<b>DOES NOT MEET</b>	↔	TBS indicated the board did not complete a school leader evaluation outlined in the Board Evaluation of School Leader document submitted to UMSL.

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	↔	Minutes for the 5/20/25 meeting were not provided to UMSL.
* 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 UMSL CSO identified closed meeting topics on the agenda of one board meeting that were questionably compliant to 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	Meets	Area to Grow	Does Not Meet	DOES NOT MEET	↘	TBS leadership and the board do not communicate with UMSL unless required. They do not notify UMSL of concerns or potential changes in advance.
* 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						Cumulative Rating	Direction	Notes
		SY 21	SY 22	SY 23	SY 24	SY 25				
Employee Rights and Requirements	Indicators/ Measures									
* 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	Materially Compliant	Meets	Meets	Partially Meets	Partially Meets	Does Not Meet	<b>DOES NOT MEET</b>	↓	<p>TBS had two weeks of PD at the beginning of the year, focusing on curriculum, MTSS, school operations, and required trainings in SY25.</p> <p>Teacher interviews indicated the school is still trying to figure out how to do PD and that there is a need for more instructional coaching, especially related to classroom management and the curriculum.</p> <p>Instructional coaches indicated teachers did PD related to curriculum from the curriculum vendors. Building leadership indicated TBS's focus has been on instructional coaching for some of the basics of instructional techniques as well as reviewing data. Other focuses are setting up PLCs, giving teachers time to plan and meet with other teachers, and increasing the pace of instruction. TBS shared plans to add an additional coach next year.</p> <p>TBS's teacher evaluation plan included only 2/7 MO Educator Evaluation Principles, as it has for the last several years. This does not meet compliance.</p> <p>TBS did not provide survey data to UMSL, no additional data related to this area was not</p>	
* Personnel procedures and practices are conducted in a manner that promotes instructional effectiveness and continuous school improvement		Does Not Meet	Partially Meets	Meets	Meets	Partially Meets	<b>PARTIALLY MEETS</b>	↓	<p>Teacher turnover has negatively impacted instructional effectiveness and continuous school improvement.</p>	

Meeting teacher and other staff credentialing requirements	Materially Compliant		Does Not Meet	Partially Meets	Meets	Does Not Meet	PARTIALLY MEETS	↓	The UMSL CSO identified three uncertified teachers were not supervised by an appropriately certified staff member, per the Staff Assignment Report.
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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%	88%	79%	99%	93%	92%	MEETS	↔	78% of compliance submissions were rated as meeting standards, and 83% were submitted on time. TBS failed to submit 17 compliance submissions. 14 submissions were rated partially meets, 10 submissions were rated as Area to grow/In Progress, and 24 submissions were rated as Does Not Meet.
* Consistently complies with DESE reporting requirements and requests, including Core Data Submissions and Tiered Monitoring requirements	Materially Compliant	Meets	Partially Meets	Meets	Meets	Meets	MEETS	↔	
* Student enrollment procedures, including open enrollment and lottery, if needed, are appropriately conducted and documented	Materially Compliant	Meets	Meets	Does Not Meet	Does Not Meet	Meets	MEETS	↗	
Document Retention requirements	Materially Compliant			Meets	Area to Grow	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.)	≥ 60%	71%	59%	62%	52%	55%	DOES NOT MEET	↔	

- 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