

The Soulard School: Contract Term SY25-SY29
PERFORMANCE CONTRACT SUMMARY

STANDARDS	SY25 RATING	
I. ACADEMIC PERFORMANCE		
State and Federal Accountability	Meets	Exceeds
Academic Proficiency	Exceeds	
Academic Growth	Meets	
II. FINANCE		
Near-Term Measures	Meets	Meets
Sustainability Measures	Exceeds	
Financial Operations	Meets	
III. LEARNING ENVIRONMENT		
School Environment	Meets	Meets
Education Program	Meets	
Compliance	Meets	
Student Rights and Requirements	Meets	
Mission-Specific Goals	Meets	
IV. GOVERNANCE		
Effective Governance Practices	Meets	Meets
School Leader Accountability	Meets	
Compliance and Reporting	Meets	
V. OPERATIONS AND ORGANIZATIONAL COMPLIANCE		
Employee Rights and Requirements	Meets	Meets
Compliance and Reporting	Meets	
Teacher Retention	Meets	

KEY	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 Soulard School 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.

FINDINGS

Strengths:

- TSS's SY25 APR ranks them as 4th highest LEA of 551 LEAs (top 1%) in the state of Missouri; their composite (3-year average) APR places them in the top 20% of all LEAs in the state of Missouri (95/551).
- TSS's outcomes far exceed those of SLPS and some of the high-performing districts in the region. TSS exceeds the outcomes for all comp schools in most areas and most charter schools in St. Louis.
- ELA: second highest SY25 MPI for All Students and Student Groups, amongst all STL charter schools; in the region, TSS is fifth for Student Groups.
 - Math: TSS made strong improvement for All Students and Student Groups.
- TSS's academic outcomes continue to meet or exceed expectations year over year. They met or exceeded all growth targets in SY25.
 - TSS improved significantly in retention of staff.
 - TSS provides a supportive learning environment that emphasizes student well-being.
 - TSS has maintained sustained financial health.
 - TSS has maintained and improved operations to support their academic program.

Areas for Growth:

- While TSS has strong outcomes for Student Groups, they must continue to focus on improving student outcomes for these students. This has been and remains a priority for the school.
- TSS set a new Mission-Specific goals related to their Culinary Arts program. This is an area for them to grow and continue to strive to improve.

CONCLUSION

TSS's academic program and financial position are impressive. They excel in individual student outcomes as well as collective school outcomes. They outperform most other St. Louis charter schools, the resident district, and several competitive nearby traditional districts for All Students and Student Groups. Their instructional program emphasizes student well-being and student interest. They provide engaging instruction to meet the needs of a diverse population while also ensuring the health and wellness of the community. They are anticipated to sustain strong student outcomes. 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	SY24 - Baseline from Previous Contract	SY25	SY26	SY27	SY28	Cum. Rating	Direction	Notes/ Comments
FEDERAL COMPLIANCE	<p>Meets: 100% Compliant</p> <p>Does Not Meet: < 100% Compliant</p>	Meets all requirements of federal programs; through DESE monitoring systems	Meets	Meets	TBD	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	TBD	TBD	TBD	Taken into Consideration		
DISTRICT APR - PERFORMANCE	Taken into Consideration	DESE MSIP calculation	73	95	TBD	TBD	TBD	Taken into Consideration		
DISTRICT APR - PERFORMANCE (STUDENT GROUPS)	Taken into Consideration	DESE MSIP calculation	Suppressed	Suppressed	TBD	TBD	TBD	Taken into Consideration		
DISTRICT APR - CONTINUOUS IMPROVEMENT	Taken into Consideration	DESE MSIP calculation	100	100	TBD	TBD	TBD	Taken into Consideration		
DISTRICT APR	Taken into Consideration	DESE MSIP calculation	87	97	TBD	TBD	TBD	Taken into Consideration		

Academic Achievement	Targets and Rating	Metric/ Source	SY24 - Baseline from Previous Contract	SY25	SY26	SY27	SY28	Cum. Rating	Direction	Notes/ Comments
ELA: Achievement (All Students) * Not Rated for LEAs with $\geq 90\%$ Student Groups (for tested grades)	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 406 P/A 55%	Target MPI 427 P/A 67%	TBD	TBD	TBD	EXCEEDS		
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	On Track MPI 363 P/A 30%	Target MPI 392 P/A 46%	TBD	TBD	TBD	EXCEEDS		
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	TBD	TBD	TBD	EXCEEDS SLPS		
		SLPS	SLPS (K-5) MPI 324 P/A 19%	SLPS (K-5) MPI 323 P/A 20%	TBD	TBD	TBD			
ELA: Achievement (Student Groups)	Approaches: MPI is within 5 points of SLPS	MSIP6 District/ Charter APR Summary Report	Exceeds SLPS	Exceeds SLPS	TBD	TBD	TBD	EXCEEDS		

Comparison to SLPS (K-8)	Does Not Meet: MPI is not within 5 points of SLPS	SLPS	SLPS (K-5) MPI 315	SLPS (K-5) MPI 319 PA 16%	TBD	TBD	TBD	SLPS	↖
ELA: Achievement (All Students)	Exceeds: MPI exceeds 3+ comp schools by 20 points or more	MSIP6 District/Charter APR Summary Report	Exceeds 4/4 Comp Schools	Exceeds 4/4 Comp Schools	TBD	TBD	TBD	EXCEEDS COMP SCHOOLS	↔
Comparison to Comp Schools: City Garden, Humboldt, KIPP W, Sigel		Comparison Schools	City Garden-383 Humboldt-319 KIPP W-323 Sigel-307	City Garden-373 Humboldt-321 KIPP W-322 Sigel-310	TBD	TBD	TBD		
ELA: Achievement (Student Groups)	Approaches: MPI is within 5 points of or exceeds MPI of 3+ comp schools	MSIP6 District/Charter APR Summary Report	Exceeds 4/4 Comp Schools	Exceeds 4/4 Comp Schools	TBD	TBD	TBD	EXCEEDS COMP SCHOOLS	↔
Comparison to Comp Schools: City Garden, Humboldt, KIPP W, Sigel		Comparison Schools	City Garden-341 Humboldt-313 KIPP W-322 Sigel-302	City Garden -349 Humboldt -314 KIPP W-322 Sigel-306	TBD	TBD	TBD		
MATH: Achievement (All Students) * Not Rated for LEAs with ≥ 90% Student Groups (for tested grades)	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	MSIP6 District/Charter APR Summary Report	Approaching MPI 369 P/A 36%	On Track MPI 392 P/A 44%	TBD	TBD	TBD	MEETS	↗

MATH: Achievement (Student Groups)	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) Does Not Meet: MPI ≤ 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	Approachin g MPI 325	On Track MPI 360 P/A 35%	TBD	TBD	TBD	MEETS	↗	
MATH: Achievement (All Students)	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	TBD	TBD	TBD	EXCEEDS SLPS	↔	
Comparison to SLPS (K-8)		SLPS	SLPS (K-5) MPI 290 P/A 16%	SLPS (K-5) MPI 291 P/A 17%	TBD	TBD	TBD			
MATH: Achievement (Student Groups)	Approaches: MPI is within 5 points of SLPS Does Not Meet: MPI is not within 5 points of SLPS	MSIP6 District/ Charter APR Summary Report	Exceeds SLPS	Exceeds SLPS	TBD	TBD	TBD	EXCEEDS SLPS	↔	
Comparison to SLPS (K-8)		SLPS	SLPS (K-5) MPI 284	SLPS (K-5) MPI 282 P/A 15%	TBD	TBD	TBD			
MATH: Achievement (All Students)	Exceeds: MPI exceeds 3+ comp	MSIP6 District/ Charter APR Summary Report	Exceeds 4/4 Comp Schools	Exceeds 4/4 Comp Schools	TBD	TBD	TBD			

<p>Comparison to Comp Schools: City Garden, Humboldt, KIPP W, Sigel</p>	<p>Exceeds 3+ comp schools by 20 points or more</p> <p>Meets: MPI exceeds 3+ comp schools by ≥ 5 points</p>	<p>Comparison Schools</p>	<p>City Garden-343 Humboldt-284 KIPP W-295 Sigel-264</p>	<p>City Garden-331 Humboldt-262 KIPP W-323 Sigel-265</p>	<p>TBD</p>	<p>TBD</p>	<p>TBD</p>	<p>EXCEEDS COMP SCHOOLS</p>	<p>↔</p>	
<p>MATH: Achievement (Student Groups)</p>	<p>Approaches: MPI is within 5 points of or exceeds MPI 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>TBD</p>	<p>TBD</p>	<p>TBD</p>			
<p>Comparison to Comp Schools: City Garden, Humboldt, KIPP W, Sigel</p>	<p>Does Not Meet: MPI is not within 5 points of 3+ comp schools</p>	<p>Comparison Schools</p>	<p>City Garden-293 Humboldt-277 KIPP W-294 Sigel-257</p>	<p>City Garden-303 Humboldt-255 KIPP W-323 Sigel-260</p>	<p>TBD</p>	<p>TBD</p>	<p>TBD</p>	<p>EXCEEDS COMP SCHOOLS</p>	<p>↔</p>	
<p>SCIENCE: Achievement (All Students)</p> <p>* Not Rated for LEAs with ≥ 90% Student Groups (for tested grades)</p>	<p>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</p>	<p>MSIP6 District/Charter APR Summary Report</p>	<p>Target MPI 425 P/A 72%</p>	<p>Target MPI 412 P/A 58%</p>	<p>TBD</p>	<p>TBD</p>	<p>TBD</p>	<p>EXCEEDS</p>	<p>↔</p>	

<p>SCIENCE: Achievement (Student Groups)</p>	<p>points 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 ≤ 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</p>	<p>MSIP6 District/ Charter APR Summary Report</p>	<p>On Track MPI 370</p>	<p>Approaching MPI 343 P/A 20%</p>	<p>TBD</p>	<p>TBD</p>	<p>TBD</p>	<p>APPROACHES</p>		
<p>SCIENCE: Achievement (All Students)</p> <p>Comparison to SLPS (K-8)</p>	<p>Exceeds: MPI exceeds SLPS by 20 points or more</p> <p>Meets: MPI exceeds SLPS by ≥ 5 points</p>	<p>MSIP6 District/ Charter APR Summary Report</p>	<p>Exceeds SLPS</p>	<p>Exceeds SLPS</p>	<p>TBD</p>	<p>TBD</p>	<p>TBD</p>	<p>EXCEEDS SLPS</p>		
<p>SCIENCE: Achievement (Student Groups)</p> <p>Comparison to SLPS (K-8)</p>	<p>Approaches: MPI is within 5 points of SLPS</p> <p>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>TBD</p>	<p>TBD</p>	<p>TBD</p>			<p>EXCEEDS SLPS</p>
<p>SCIENCE: Achievement (All Students)</p>	<p>Exceeds: MPI exceeds 3+ comp</p>	<p>MSIP6 District/ Charter APR Summary Report</p>	<p>Exceeds 3/3 Comp Schools</p>	<p>Exceeds 3/3 Comp Schools</p>	<p>TBD</p>	<p>TBD</p>	<p>TBD</p>			

<p>Comparison to Comp Schools: City Garden, Humboldt, KIPP W, Sigel</p>	<p>Exceeds 3+ comp schools by 20 points or more</p> <p>Meets: MPI exceeds 3+ comp schools by ≥ 5 points</p>	<p>Comparison Schools</p>	<p>City Garden-384 Humboldt-297 KIPP W-NA Sigel-277</p>	<p>City Garden-352 Humboldt-294 KIPP W-NA Sigel-296</p>	<p>TBD</p>	<p>TBD</p>	<p>TBD</p>	<p>EXCEEDS COMP SCHOOLS</p>	<p>↔</p>
<p>SCIENCE: Achievement (Student Groups)</p>	<p>Approaches: MPI is within 5 points of or exceeds MPI of 3+ comp schools</p>	<p>MSIP6 District/Charter APR Summary Report</p>	<p>Exceeds 3/3 Comp Schools</p>	<p>Meets 2/3 Comp Schools</p>	<p>TBD</p>	<p>TBD</p>	<p>TBD</p>	<p>MEETS</p>	<p>↔</p>
<p>Comparison to Comp Schools: City Garden, Humboldt, KIPP W, Sigel</p>	<p>Does Not Meet: MPI is not within 5 points of 3+ comp schools</p>	<p>Comparison Schools</p>	<p>City Garden-337 Humboldt-293 KIPP W-NA Sigel-277</p>	<p>City Garden -328 Humboldt-287 KIPP W-NA Sigel- 288</p>	<p>TBD</p>	<p>TBD</p>	<p>TBD</p>	<p>MEETS</p>	<p>↔</p>

Academic Growth	Targets and Rating	Metric/ Source	SY24 - Baseline from Previous Contract	SY25	SY26	SY27	SY28	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	Emerging 48.4	Target 52.3	TBD	TBD	TBD	EXCEEDS	↗	
ELA: Growth Statistical Significance Category (Student Groups)		MSIP6 District/ Charter APR Summary Report	Cell Size 48.7	Cell Size 50.3	TBD	TBD	TBD	MEETS	↗	
MATH: Growth Statistical Significance Category (All Students)		MSIP6 District/ Charter APR Summary Report	Target 52.6	Target 53.6	TBD	TBD	TBD	EXCEEDS	↗	
MATH: Growth Statistical Significance Category (Student Groups)		MSIP6 District/ Charter APR Summary Report	Cell Size 51.7	Cell Size 51.7	TBD	TBD	TBD	MEETS	↔	

Internal Data	Targets and Rating	Metric/ Source	SY24 - Baseline from Previous Contract	SY25	SY26	SY27	SY28	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 to data</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	TBD	TBD	TBD	MEETS	↔	TSS thoughtfully interprets internal data, tying it to initiatives and identifying next steps.

II. FINANCE

Near-Term Measures	Targets and Rating	Metric/ Source	SY24 - Baseline from Previous Contract	SY25	SY26	SY27	SY28	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)	6.0	Meets 8.6	TBD	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	TBD	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</p>	58	Meets 86 Days	TBD	TBD	TBD	MEETS	↔	

STUDENT ATTENDANCE	Taken into Consideration	Proportional Attendance Rate from DESE District Report Card	93%	90%	TBD	TBD	TBD	Taken into Consideration		
STUDENT ENROLLMENT VARIANCE	Meets: $\geq 95\%$ Approaches: $\geq 85\%$ and $< 95\%$ Does Not Meet: $< 85\%$	Actual Enrollment (October Count)/ Projected Enrollment in Charter	137	Meets 138/140 99%	TBD	TBD	TBD	MEETS	↔	TSS consistently maintains anticipated enrollment and often has a waitlist for entry into the school.
Sustainability Measures	Targets and Rating	Metric/ Source	SY24 - Baseline from Previous Contract	SY25	SY26	SY27	SY28	Cum. Rating	Direction	Notes/ Comments
CURRENT EXPENDITURES PER PUPIL - DISTRICT LEVEL	Taken into Consideration	DESE District Report Card	\$14,245	\$15,460	TBD	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	0.66	0.49	TBD	TBD	TBD	MEETS	↔	
PERCENTAGE FUND BALANCE	Exceeds: $\geq 25\%$ Meets: $< 25\%$ and $\geq 10\%$ Approaches: $\geq 3\%$ and $< 10\%$ Does Not Meet: $< 3\%$	(Assets- Expenses)/ Expenses per audited financials and ASBR	Exceeds 37%	Exceeds 44%	TBD	TBD	TBD	EXCEEDS	↔	TSS maintains an appropriate fund balance.
EXPENDITURES LESS THAN RECEIPTS FOR FISCAL YEAR	Meets: ≤ 1 Does Not Meet: > 1	Expenditures/ Revenue per audited financials and ASBR	Meets 0.98	Meets 0.91	TBD	TBD	TBD	MEETS	↔	

Financial Operations	Targets and Rating	Metric/ Source	SY24 - Baseline from Previous Contract	SY25	SY26	SY27	SY28	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 fees	Meets	Meets	TBD	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>TBD</p>	<p>TBD</p>	<p>TBD</p>	<p>MEETS</p>	<p>↔</p>	<p>TSS maintains a close watch on their budget, adjusting as new information comes in. Their primary investment is having two teachers per classroom. They produce and review accurate financial statements.</p>
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III. LEARNING ENVIRONMENT

School Environment	Targets and Rating	Metric/ Source	SY24 - Baseline from Previous Contract	SY25	SY26	SY27	SY28	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	TBD	TBD	TBD	MEETS	↔	TSS 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	TBD	TBD	TBD	MEETS	↔	TSS's school facility is clean, orderly, and student-focused. Staff practices maintain a safe and welcoming environment for students. Hallways and classrooms highlight student work, projects, and art. While small, the building is well maintained and thoughtfully utilized to support student success. TSS's board and school leadership are actively exploring options to address space limitations of their current facility.
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	Meets 88%	Meets 86%	TBD	TBD	TBD	MEETS	↔	TSS has strong student retention year over year.

Education Program Compliance	Targets and Rating	Metric/ Source	SY24 - Baseline from Previous Contract	SY25	SY26	SY27	SY28	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	TBD	TBD	TBD	MEETS	↔	<p>Staff surveys indicate significant improvement in professional development satisfaction during SY25. Staff satisfaction with staff meetings, in-house PD, and supervisor meetings all increased significantly. Literacy PD was singled out as being of notably high quality during interviews with teachers. In interviews, building leadership discussed their focus on making professional development more structured and responsive to teacher needs.</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	TBD	TBD	TBD	MEETS	↔	

Student Rights and Requirements	Targets and Rating	Metric/ Source	SY24 - Baseline from Previous Contract	SY25	SY26	SY27	SY28	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	TBD	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	TBD	TBD	TBD	MEETS	↔	In interviews, teachers indicate TSS's SPED program and student support systems have been improved year over year. Special education services are available and adequate for eligible students, and the school's "all hands on deck" approach to serving students is commendable.
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	TBD	TBD	TBD	MEETS	↔	While TSS does not currently serve any students identified as ELL, an LAU plan has been developed and a plan facilitator has been designated.

Mission-Specific Learning Environment Goal	Targets and Rating	Metric/ Source	SY24 - Baseline from Previous Contract	SY25	SY26	SY27	SY28	Cum. Rating	Direction	Notes/ Comments
CENTERS SCHOOL CULTURE AND PRACTICES ON STUDENT SENSE OF WELL BEING WHILE AT SCHOOL	<p>Exceeds: On 4 of the identified survey statements > 80% of our 3-5th grade students report they agree or strongly agree</p> <p>Meets: On 3 of the identified survey statements > 80% of our 3-5th grade students report they agree or strongly agree</p> <p>Approaches: On 2 of the identified survey statements > 80% of our 3-5th grade students report that they agree or strongly agree</p> <p>Does Not Meet: On 0-1 of the identified survey statements > 80% of our 3-5th grade students report that they agree or strongly agree</p>	<p>Percent of 3rd-5th grade students agreeing with the following statements on end of year student surveys:</p> <ul style="list-style-type: none"> - I feel safe at school. - I feel respected at school. - My teachers care about me. - My ideas are valued when I'm at school 	NA	Meets 3/4 statements > 80%	TBD	TBD	TBD	MEETS	↔	This is a new metric in SY25.

<p>CULINARY ARTS PROGRAM PROVIDES A STRONG BASED OF KNOWLEDGE AND SKILLS ABOUT HEALTHY EATING</p>	<p>Exceeds: On 5 of the identified survey statements > 80% of our 3-5th grade students report they agree or strongly agree</p> <p>Meets: On 4 of the identified survey statements > 80% of our 3-5th grade students report they agree or strongly agree</p> <p>Approaches: On 2-3 of the identified survey statements > 80% of our 3-5th grade students report that they agree or strongly agree</p> <p>Does Not Meet: On 0-1 of the identified survey statements > 80% of our 3-5th grade students report that they agree or strongly agree</p>	<p>Percent of 5th grade students agreeing with the following statements on end of year student surveys:</p> <ul style="list-style-type: none"> - I have strategies for trying new foods. - I know where to access healthy foods. - I can help prepare foods by washing and chopping. - I can follow a simple recipe - I can plan a healthy meal 	<p>NA</p>	<p>Approaches 3/5 statements > 80%</p>	<p>TBD</p>	<p>TBD</p>	<p>TBD</p>	<p>APPROACHES</p>	<p>↔</p>	<p>This is a new metric in SY25.</p>
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IV. GOVERNANCE

Effective Governance Practices	Targets and Rating	Metric/ Source	SY24 - Baseline from Previous Contract	SY25	SY26	SY27	SY28	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	TBD	TBD	TBD	MEETS	↔	The TSS board is steadfastly focused on student outcomes. TSS's mission, "To be a community dedicated to educating its children so they can be empowered academically, grow emotionally and build authentic connections," is a primary topic of board discussion. The board regularly discusses reports on academic achievement and new and ongoing educational programs. Board discussion often focuses on maintaining the school's approach and improving academic outcomes for TSS students. The board also demonstrates interest in the social and emotional development of TSS students, asking leadership probing questions on these topics, and celebrating student projects and the cultivation of student interests.
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	TBD	TBD	TBD	MEETS	↔	The TSS board actively participates in meetings and comes to meetings prepared to discuss the meeting's agenda. Board member attendance across all meetings was 82%. Board members often 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</p>	<p>Does Not Meet</p>	<p>Meets</p>	<p>TBD</p>	<p>TBD</p>	<p>TBD</p>	<p>MEETS</p>	<p>↗</p>	<p>TSS reviews policies to update and adopt required board policies.</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 hour/year)</p>	<p>Meets</p>	<p>Meets</p>	<p>TBD</p>	<p>TBD</p>	<p>TBD</p>	<p>MEETS</p>	<p>↔</p>	<p>During SY25, the TSS board completed PD sessions on the topics of sunshine law, charter law, strategic planning, academic evaluation, and multi-tiered systems of support. TSS's board is thoughtful in the selection and onboarding of new board members.</p>

<p>DEMONSTRATES STRONG BOARD ACCOUNTABILITY</p>	<p>Meets: 100% Compliant</p> <p>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 strategic plan; etc.</p>	<p>Meets</p>	<p>Meets</p>	<p>TBD</p>	<p>TBD</p>	<p>TBD</p>	<p>MEETS</p>	<p>↔</p>	<p>The TSS board implemented a strategic plan for SY24-SY28. Progress toward strategic priorities is regularly discussed at TSS board meetings. The TSS board completes a yearly board self-assessment.</p>
<p>OPERATES FREE OF CONFLICT OF INTEREST</p>	<p>Meets: 100% Compliant</p> <p>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>TBD</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>TBD</p>	<p>TBD</p>	<p>TBD</p>	<p>MEETS</p>	<p>↔</p>	<p>At most board meetings, TSS's Executive Director and leadership team provide updates on school curriculum, finances, and academic programs. The board regularly reviews academic data and asks targeted questions about the drivers of student performance in specific areas, plans and strategies for improving academic outcomes, implementation and effectiveness of new curricula, STAR assessment results and trends, and MAP scores and Annual Performance Report data. The board also regularly discusses their enrollment and attendance data.</p>

School Leader Accountability	Targets and Rating	Metric/ Source	SY24 - Baseline from Previous Contract	SY25	SY26	SY27	SY28	Cum. Rating	Direction	Notes/ Comments
HOLDS MANAGEMENT ACCOUNTABLE	<p>Meets: Holds Management Accountable</p> <p>Does Not Meet: Does Not Hold Management Accountable</p>	The Board implements a transparent process for evaluating the school leader that includes evaluation of progress made on yearly school goals	Does Not Meet	Meets	TBD	TBD	TBD	MEETS	↗	TSS has adopted an Executive Director evaluation process that includes the ED collaboratively setting goals with the board, a mid-year review, and a culminating review. Goals are aligned to the strategic plan with a specific focus on academic achievement, school culture and staff retention, and finance.

Compliance and Reporting	Targets and Rating	Metric/ Source	SY24 - Baseline from Previous Contract	SY25	SY26	SY27	SY28	Cum. Rating	Direction	Notes/ Comments
CONSISTENTLY ABIDES BY ALL STATE AND FEDERAL LAWS	Meets: 100% Compliant Does Not Meet: < 100% Compliant		Meets	Meets	TBD	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	TBD	TBD	TBD	MEETS	↔	
COMMUNICATES WITH UMSL	Meets: 100% Compliant in Communicating with UMSL Does Not Meet: < 100% Compliant in Communicating with UMSL	The Board communicates in a timely manner with UMSL's sponsorship liaison about significant policy, personnel, school performance or legal issues	Meets	Meets	TBD	TBD	TBD	MEETS	↔	TSS leadership is proactive in communicating with UMSL when there are concerns or potential issues to address. The board also updates UMSL when needed.

V. OPERATIONS AND ORGANIZATIONAL COMPLIANCE

Employee Rights and Requirements	Targets and Rating	Metric/ Source	SY24 - Baseline from Previous Contract	SY25	SY26	SY27	SY28	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.	Area to Grow	Meets	TBD	TBD	TBD	MEETS	↔	Professional development satisfaction improved during SY25, according to staff surveys. Staff satisfaction with staff meetings, in-house PD, and supervisor meetings all increased significantly. Staff satisfaction with building leadership also increased significantly. In interviews, teachers expressed a high level of buy-in for supporting and advancing TSS's unique school culture and mission.
COMPLETES REQUIRED BACKGROUND CHECKS AND FCSR	<p>Meets: 100% Compliant</p> <p>Does Not Meet: < 100% Compliant</p>	Assurance Statement	Meets	Meets	TBD	TBD	TBD	MEETS	↔	
MEETS TEACHER AND OTHER STAFF CREDENTIALING REQUIREMENTS	<p>Meets: 100% Compliant</p> <p>Does Not Meet: < 100% Compliant</p>	October Staff Assignment Report; assurance statements, surveys and interviews	Meets	Meets	TBD	TBD	TBD	MEETS	↔	TSS provides sustained PD throughout the year on implementing a new literacy program, math investigations, mindfulness and yoga, reviewing school and student data, and a writer's workshop.

Compliance and Reporting	Targets and Rating	Metric/ Source	SY24 - Baseline from Previous Contract	SY25	SY26	SY27	SY28	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	Area to Grow	Meets	TBD	TBD	TBD	MEETS	↔	
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 98%	Meets 97%	TBD	TBD	TBD	MEETS	↔	0% submissions missing, 3% submissions 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	TBD	TBD	TBD	MEETS	↔	

Teacher Retention	Targets and Rating	Metric/ Source	SY24 - Baseline from Previous Contract	SY25	SY26	SY27	SY28	Cum. Rating	Direction	Notes/ Comments
RETAINS TEACHERS (CODE 60) WHO MEET EXPECTATIONS	<p>Exceeds: > 90%</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	Approaches 71%	Meets 85%	TBD	TBD	TBD	MEETS	↗	
RETAINS ALL TEACHERS (CODE 60)	<p>Exceeds: ≥ 80%</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	Approaches 67%	Meets 78%	TBD	TBD	TBD	MEETS	↗	In interviews and culture and climate surveys, teachers indicated they have a high level of satisfaction with school leadership and showed increased satisfaction with student support services during SY25.

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