

**North Side Community School: Contract Term SY20-SY29
PERFORMANCE CONTRACT SUMMARY**

STANDARDS	SY25 RATING	
I. ACADEMIC PERFORMANCE		
State and Federal Accountability	Meets	Meets
Academic Proficiency	Meets	
Academic Growth	Exceeds	
Mission-Specific Goals	Exceeds	
II. FINANCE		
Near-Term Measures	Does Not Meet	Does Not Meet
Sustainability Measures	Does Not Meet	
Financial Operations	Approaches	
III. LEARNING ENVIRONMENT		
School Environment	Meets	Meets
Education Program	Meets	
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 COMPLIANCE		
Employee Rights and Requirements	Meets	Meets
Compliance and Reporting	Meets	
Teacher Retention	Meets	
Mission-Specific Goals	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

North Side Community School (NSCS) has met the terms of the Performance Contract in four of five areas: Academic Performance, Learning Environment, Governance, and Operations and Organizational Compliance. NSCS did not, however, meet the terms of the contract in Finance.

FINDINGS

Strengths:

- NSCS made strong progress in Academic Achievement outcomes for student groups in ELA, and is "On Track", as defined by DESE.
- NSCS made adequate progress in Academic Achievement outcomes for student groups in math, and science, moving NSCS closer to being "On Track" (as defined by DESE), in the future.
 - NSCS exceeded outcomes for SLPS in all areas.
- NSCS exceeded outcomes for all comp schools in ELA and math, for all students and student groups, in SY25. NSCS exceeded 3/4 comp schools in Science, for all students and student groups, in SY25.
 - NSCS made strong growth for all students and student groups in both ELA and math, in SY25.
- NSCS has established a cohesive school culture that demonstrates strong belief that all students can succeed, has great appreciation for executive level leadership, and has effectively increased parent engagement.
 - NSCS had a 94% student retention rate and 80% teacher retention rate in SY25.
 - NSCS's board is active and engaged in the mission of the school.
- NSCS's professional development and coaching has been one of the main levers pulled by the school to improve student outcomes.

Areas for Growth:

- While NSCS has made adequate progress in Academic Achievement for student groups in Math and Science, NSCS must continue to make adequate progress each year to work toward being "On Track" (as defined by DESE).
- NSCS has expended more than they received in revenue for the two most recent school years, and their fund balance has steadily declined since SY20; this (and other factors) resulted in a fund balance well below 3% (0.38%). NSCS must achieve a 7% percentage fund balance in SY26, and the minimum 10% for SY27; they are on track to do so.
 - NSCS also did not meet the following financial targets: current ratio, unrestricted days cash on hand, and liabilities to assets ratio.
 - NSCS must ensure they produce accurate financial reporting, record financial transactions in alignment with cash basis accounting principles, and regularly update and assess 3-5 year budget projections to ensure they do not return to the financially distressed designation.
 - NSCS did not meet mission-specific goals related to reducing discipline referrals and increasing staff satisfaction with mental health resources; this should be an area to focus on in the coming year.

CONCLUSION

The UMSL CSO determines that NSC has sufficiently met the terms of the UMSL Charter Contract for SY25. NSCS will need to address the identified areas for growth to fully meet the terms of the UMSL Charter Contract in the future.

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	Meets: 100% Compliant Does Not Meet: Less than 100% Compliant	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	44.6	63.8	TBD	TBD	TBD	Taken into Consideration		
DISTRICT APR - PERFORMANCE (STUDENT GROUPS)	Taken into Consideration	DESE MSIP calculation	53.6	75	TBD	TBD	TBD	Taken into Consideration		
DISTRICT APR - CONTINUOUS IMPROVEMENT	Taken into Consideration	DESE MSIP calculation	86.6	93.3	TBD	TBD	TBD	Taken into Consideration		
DISTRICT APR	Taken into Consideration	DESE MSIP calculation	61	75.3	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	Approaching MPI 351 P/A 22%	Approaching MPI 361 P/A 26%	TBD	TBD	TBD	Taken into Consideration		In SY25, NSCS had a 99.5% Student Group for tested Grades. Therefore, this target is considered, not rated.
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	Approaching MPI 351 P/A 21%	On Track MPI 360 P/A 26%	TBD	TBD	TBD	MEETS		
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-8) MPI 325 P/A 18%	SLPS (K-8) MPI 326 P/A 19%	TBD	TBD	TBD			
ELA: Achievement (Student Groups)	Approaches: MPI is within 5 points of SLPS Does Not Meet:	MSIP6 District/ Charter APR Summary Report	Exceeds SLPS	Exceeds SLPS	TBD	TBD	TBD	EXCEEDS SLPS		

Comparison to SLPS (K-8)	MPI is not within 5 points of SLPS	SLPS	SLPS (K-8) MPI 315	SLPS (K-8) MPI 319 P/A 14%	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	N/A	Exceeds 4/4 Comp Schools	TBD	TBD	TBD	EXCEEDS COMP SCHOOLS	↔	
Comparison to Comp Schools: Ashland, Hickey, KIPP V, Lexington	Meets: MPI exceeds 3+ comp schools by ≥ 5 points	Comparison Schools	Ashland-301 Hickey-285 KIPP V-297 Lexington-	Ashland-297 Hickey-286 KIPP V-308 Lexington-	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	N/A	Exceeds 4/4 Comp Schools	TBD	TBD	TBD	EXCEEDS COMP SCHOOLS	↔	
Comparison to Comp Schools: Ashland, Hickey, KIPP V, Lexington	Does Not Meet: MPI is not within 5 points of 3+ comp schools	Comparison Schools	Ashland-301 Hickey-285 KIPP V-297 Lexington-	Ashland-296 Hickey-286 KIPP V-308 Lexington-	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 by 3 MPI points compared to	MSIP6 District/Charter APR Summary Report	Approaching MPI 321 P/A 15%	Approaching MPI 327 P/A 18%	TBD	TBD	TBD	Taken into Consideration		In SY25, NSCS had a 99.5% Student Group for tested Grades. Therefore, this target is considered, not rated.



MATH: Achievement (Student Groups)	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	Approaching MPI 321 P/A 16%	Approaching MPI 326 P/A 18%	TBD	TBD	TBD	MEETS	↗	NSCS met the target by gaining 3 MPI points from previous year – must be sustained as a +3 MPI point gain each year of contract
MATH: Achievement (All Students)	Exceeds: MPI exceeds SLPS by 20 points or more	MSIP6 District/ Charter APR Summary Report	Exceeds SLPS	Exceeds SLPS	TBD	TBD	TBD	EXCEEDS SLPS	↔	
Comparison to SLPS (K-8)	Meets: MPI exceeds SLPS by ≥ 5 points	SLPS	SLPS (K-8) MPI 287 P/A 15%	SLPS (K-8) MPI 287 P/A 16%	TBD	TBD	TBD			
MATH: 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 SLPS	↔	
Comparison to SLPS (K-8)	Does Not Meet: MPI is not within 5 points of SLPS	SLPS	SLPS (K-8) MPI 280	SLPS (K-8) MPI 282 P/A 12%	TBD	TBD	TBD			
MATH: Achievement (All Students)	Exceeds: MPI exceeds 3+ comp schools by 20 points or more	MSIP6 District/ Charter APR Summary Report	N/A	Exceeds 4/4 Comp Schools	TBD	TBD	TBD	EXCEEDS COMP SCHOOLS	↔	
Comparison to Comp Schools: Ashland, Hickey, KIPP V, Lexington	Meets: MPI exceeds 3+ comp schools by ≥ 5 points	Comparison Schools	Ashtana- 255 Hickey-244 KIPP V- 287 Lexington- 277	Ashtana- 251 Hickey-238 KIPP V- 305 Lexington- 270	TBD	TBD	TBD			
MATH: Achievement (Student Groups)	Approaches: MPI is within 5 points of or exceeds MPI of 3+ comp schools	MSIP6 District/ Charter APR Summary Report	N/A	Exceeds 4/4 Comp Schools	TBD	TBD	TBD	EXCEEDS		

Comparison to Comp Schools: Ashland, Hickey, KIPP V, Lexington	Does Not Meet: MPI is not within 5 points of 3+ comp schools	Comparison Schools	Asniana-255 Hickey-244 KIPP V-287 Lexington-277	Asniana-250 Hickey-238 KIPP V-305 Lexington-270	TBD	TBD	TBD	COMP SCHOOLS	↔	
SCIENCE: 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 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	Approaching MPI 307 P/A 10%	Approaching MPI 321 P/A 17%	TBD	TBD	TBD	Taken into Consideration		In SY25, NSCS had a 99.5% Student Group for tested Grades. Therefore, this target is considered, not rated.
SCIENCE: Achievement (Student Groups)	Does Not Meet: MPI ≤ DESE On Track Level AND (did not improve by 3 MPI points compared to the previous year AND did not	MSIP6 District/Charter APR Summary Report	Approaching MPI 301 P/A 14%	Approaching MPI 319 P/A 15%	TBD	TBD	TBD	MEETS	↗	NSCS met the target by gaining 3 MPI points from previous year – must be sustained as a +3 MPI point gain each year of contract
SCIENCE: Achievement (All Students)	Exceeds: MPI exceeds SLPS by 20 points or more	MSIP6 District/Charter APR Summary Report	N/A	Exceeds SLPS	TBD	TBD	TBD	EXCEEDS		

Comparison to SLPS (K-8)	Meets: MPI exceeds SLPS by ≥ 5 points	SLPS	SLPS (K-8) MPI 304 P/A 15% (5th); 13% (8th)	SLPS (K-8) MPI 311 P/A 17%	TBD	TBD	TBD	SLPS	↔
SCIENCE: Achievement (Student Groups)	Approaches: MPI is within 5 points of SLPS	MSIP6 District/Charter APR Summary Report	N/A	Exceeds SLPS	TBD	TBD	TBD	EXCEEDS SLPS	↔
Comparison to SLPS (K-8)	Does Not Meet: MPI is not within 5 points of SLPS	SLPS	SLPS (K-8) MPI 297	SLPS (K-8) MPI 305 P/A 12%	TBD	TBD	TBD		
SCIENCE: Achievement (All Students)	Exceeds: MPI exceeds 3+ comp schools by 20 points or more	MSIP6 District/Charter APR Summary Report	N/A	Meets	TBD	TBD	TBD	MEETS	↔
Comparison to Comp Schools: Ashland, Hickey, KIPP V, Lexington	Meets: MPI exceeds 3+ comp schools by ≥ 5 points	Comparison Schools	Ashland-300 Hickey-259 KIPP V- NA Lexington-308	Ashland-291 Hickey-272 KIPP V- NA Lexington-318	TBD	TBD	TBD		
SCIENCE: Achievement (Student Groups)	Approaches: MPI is within 5 points of or exceeds MPI of 3+ comp schools	MSIP6 District/Charter APR Summary Report	N/A	Meets	TBD	TBD	TBD		
Comparison to Comp Schools: Ashland, Hickey, KIPP V, Lexington	Does Not Meet: MPI is not within 5 points of 3+ comp schools	Comparison Schools	Ashland-300 Hickey-259 KIPP V- NA Lexington-308	Ashland-291 Hickey-272 KIPP V- NA Lexington-318	TBD	TBD	TBD	MEETS	↔

NSCS exceeded 3/4 schools.

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 48.9	Target 52.4	TBD	TBD	TBD	EXCEEDS	↗	
ELA: Growth Statistical Significance Category (Student Groups)		MSIP6 District/ Charter APR Summary Report	Approaching 48.7	Target 51.9	TBD	TBD	TBD	EXCEEDS	↗	
MATH: Growth Statistical Significance Category (All Students)		MSIP6 District/ Charter APR Summary Report	On Track 50.1	Target 52.3	TBD	TBD	TBD	EXCEEDS	↗	
MATH: Growth Statistical Significance Category (Student Groups)		MSIP6 District/ Charter APR Summary Report	On Track 49.9	Target 52.2	TBD	TBD	TBD	EXCEEDS	↗	
Internal Data	Targets and Rating	Metric/ Source	SY24 - Baseline from Previous Contract	SY25	SY26	SY27	SY28	Cum. Rating	Direction	Notes/ Comments
INTERNAL DATA	Meets: The school regularly analyzes and reports on internal data, and indicates how it will respond to data Does Not Meet: The school does not regularly analyze and report on internal data or how it will	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	↔	

Mission-Specific Academic Performance Goal	Targets and Rating	Metric/ Source	SY24 - Baseline from Previous Contract	SY25	SY26	SY27	SY28	Cum. Rating	Direction	Notes/ Comments
Math: Achievement on NWEA	Exceeds: > 5% more students will meet their growth goal AND grow at least one grade level per year, as compared to the previous school year Meets: < 5% and > 3% more students will meet their growth goal AND grow at least one grade level per year, as compared to the previous school year	Measured by the NWEA test, at the end of the year; growth goals are set by NWEA and grade level is outlined in the Student Achievement Norms on the NWEA MAP Growth Normative Data Review	41%	Exceeds 46.7%	TBD	TBD	TBD	EXCEEDS		This is a new metric in SY25; SY24 is the baseline.
Science: Achievement on NWEA	Partially Meets: < 3% and > 2% more students will meet their growth goal AND grow at least one grade level per year, as compared to the previous school year Does Not Meet: < 2% more students will meet their growth goal AND grow at least one grade level per year, as compared to the previous school year		35%	Exceeds 41.1%	TBD	TBD	TBD	EXCEEDS		


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 financials available)	Meets 5.5	Does Not Meet 0.7	TBD	TBD	TBD	DOES NOT MEET	↓	
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 financials 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>	7	Does Not Meet 6	TBD	TBD	TBD	DOES NOT MEET	↔	New metric in SY25
STUDENT ATTENDANCE	Taken into Consideration	Proportional Attendance Rate as reported on the District Report Card issued by DESE	64%	70%	TBD	TBD	TBD	Taken into Consideration		
STUDENT ENROLLMENT VARIANCE	<p>Meets: ≥ 95%</p> <p>Approaches: ≥ 85% and < 95%</p> <p>Does Not Meet: < 85%</p>	Actual Enrollment (October Count)/ Projected Enrollment in Charter	446	Approaches 407/504 81%	TBD	TBD	TBD	Approaches	↔	- New metric in SY25; in previous years, report # enrolled

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	\$25,187	\$25,201	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	Meets 0.21	Meets 0.27	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	Meets 12%	Does Not Meet 0.38%	TBD	TBD	TBD	DOES NOT MEET	↓	
EXPENDITURES LESS THAN RECEIPTS FOR FISCAL YEAR	Meets: ≤ 1 Does Not Meet: > 1	Expenditures/ Revenue per audited financials and ASBR	Does Not Meet 1.09	Does Not Meet 1.13	TBD	TBD	TBD	DOES NOT MEET	↓	

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 financial records.	Meets	Meets	TBD	TBD	TBD	MEETS	↔	NSCS submitted the ASBR on time; after errors were discovered, it was revised and re-submitted in January 2026.

<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</p>	<p>Partially Meets</p>	<p>Does Not Meet</p>	<p>TBD</p>	<p>TBD</p>	<p>TBD</p>	<p>DOES NOT MEET</p>		<p>NSCS did not maintain adequate fiscal health in SY25, finishing the year with 0.38% fund surplus and financial reports needing revision.</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	↔	
MEETS ALL STATE AND LOCAL STANDARDS RELATIVE TO HEALTH AND SAFETY; MAINTAINS A CLEAN AND SAFE ENVIRONMENT THAT SUPPORT THE EDUCATIONAL MISSION OF THE SCHOOL	<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	↔	The NSCS Elementary campus is an impressive and well-maintained environment, that effectively integrates its outdoor space into the school's student experience. NSCS's separate middle school campus is thoughtfully organized and well maintained. In interviews, teachers shared the importance they place on creating collaborative and student-focused spaces in classrooms that support student learning. NSCS has additionally shared plans for significant planned upkeep projects at the elementary school ,during board meetings and in conversations with the UMSL CSO.


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 81%	Exceeds 94%	TBD	TBD	TBD	EXCEEDS	↔	NSCS's student retention has increased significantly.
Education Program Compliance	Targets and Rating	Metric/ Source	SY24 - Baseline from Previous Contract	SY25	SY26	SY27	SY28	Cum. Rating	Direction	Notes/ Comments
IMPLEMENTS THE MATERIAL TERMS OF THE EDUCATION PROGRAM AS DEFINED IN THE CURRENT CHARTER CONTRACT	<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>	The charter is implemented as described in the charter contract and as described to families	Meets	Meets	TBD	TBD	TBD	MEETS	↔	NSCS's core values focus on the whole child, offering small classes, meeting each child's needs, a culture of excellence, building strong relationships, and mastering basic skills. Instruction is focused on mastering basic skills and small class sizes are evident in observations. The school aims to focus on the whole child, and intentional efforts toward this are evident at the school. In interviews, teachers expressed that the school feels physically and socially welcoming and safe, and restorative practices implemented by building leadership have had a positive impact on school culture. Further, staff indicate strong satisfaction with executive level leadership.

COMPLIES WITH APPLICABLE EDUCATION 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, instructional days, graduation requirements, MLS, assessments, ESSA, Literacy and Dyslexia; Reading Success Plans;	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	<p>Meets: 100% Compliant</p> <p>Does Not Meet: < 100% Compliant</p>	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	<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 IDEA and Section 504	Meets	Meets	TBD	TBD	TBD	MEETS	↔	

<p>PROTECTS THE RIGHTS OF ENGLISH LANGUAGE LEARNER (ELL) STUDENTS</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 policies, practices related to Title VI of the Civil Rights Act.</p>	<p>Meets</p>	<p>Meets</p>	<p>TBD</p>	<p>TBD</p>	<p>TBD</p>	<p>MEETS</p>	<p>↔</p>	<p>NSCS does not currently have any identified ELL students, but has an LAU plan in place and has designated the Executive Director as the plan facilitator.</p>
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Mission-Specific Learning Environment Goal	Targets and Rating	Metric/ Source	SY24 - Baseline from Previous Contract	SY25	SY26	SY27	SY28	Cum. Rating	Direction	Notes/ Comments
Increase Parent Engagement	<p>Exceeds: The average parent participation rate at school events will increase by > 10%, as compared to the previous school year</p> <p>Meets: The average parent participation rate at school events will increase by < 10% and > 5%, as compared to the previous school year</p> <p>Partially Meets: The average parent participation rate at school events will increase by < 5% and > 3%, as compared to the previous school year</p> <p>Does Not Meet: The average parent participation rate at school events will increase by <</p>	The school will measure parent attendance (raw number of parents present) at all School Events, then average that number. School events to be included will focus on involving parents in their child's success in the classroom and will include, but not be limited to: parent-teacher conferences, curriculum nights, and education workshops	153	Exceeds 170	TBD	TBD	TBD	EXCEEDS		NSCS places a strong emphasis on family and parent engagement as a key part of supporting student success. NSCS prioritizes family engagement by hosting events that bring parents and students onto their campuses, involving families in restorative circles, and conducting proactive outreach to parents in the community.

Reduce Disciplinary Referrals	Exceeds: > 30% reduction in % of disciplinary incidents categorized as Level II or higher, as compared to the previous school year	SIS Office Referral Data	180	Does Not Meet 277	TBD	TBD	TBD	DOES NOT MEET	↔	Because these are new metrics for this contract, SY24 is the baseline year, and SY25 is the first year to be rated. SY24 was the transition year from Tyler to PowerSchool which created significant data challenges.
	Meets: < 30% and > 20% reduction in % of disciplinary incidents categorized as Level II or higher, as compared to the previous school year									
	Partially Meets: < 20% and > 10% reduction in % of disciplinary incidents categorized as Level II or higher, as compared to the previous school year									
	Does Not Meet: < 10% reduction in % of disciplinary incidents categorized as Level II or higher, as compared to the previous school year									

<p>Increase Staff Satisfaction with Available Mental Health Resources</p>	<p>Exceeds: The EOY average staff satisfaction with available mental health resources will increase by > 18%, as compared to BOY Meets: The EOY average staff satisfaction with available mental health resources will increase by < 18% and > 15%, as compared to BOY Partially Meets: The EOY average staff satisfaction with available mental health resources will increase by < 15% and > 12%, as compared to BOY Does Not Meet: The EOY average staff satisfaction with available mental health resources will</p>	<p>Staff survey (to include all staff: instructional, support, administrative, etc.)</p>	<p>16%</p>	<p>Does Not Meet 15%</p>	<p>TBD</p>	<p>TBD</p>	<p>TBD</p>	<p>DOES NOT MEET</p>		<p>Because these are new metrics for this contract, SY24 is the baseline year, and SY25 is the first year to be rated.</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 NAD 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 NSCS board is guided by their mission to improve each student's opportunities in education and in life, and focuses on raising academic outcomes for students, increasing student attendance, and creating a school community that drives connection and future success for their students. The board actively discusses supporting and improving the social and emotional learning of students, and uses climate and culture data to identify areas for growth.
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</p>	% attendance and active participation in meetings	Meets	Meets	TBD	TBD	TBD	MEETS	↔	The NSCS board had a high rate of attendance and significant board participation in meetings. Board member attendance across all meetings was 80%, and a majority of board members were present for ≥90% of meetings. The NSCS board actively recruits board members with areas of expertise relevant to the needs of the school.

<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>Meets</p>	<p>Meets</p>	<p>TBD</p>	<p>TBD</p>	<p>TBD</p>	<p>MEETS</p>	<p>↔</p>	<p>The NSCS board reviews, updates, and adopts board policies as necessary. The NSCS 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</p>	<p>Meets</p>	<p>Meets</p>	<p>TBD</p>	<p>TBD</p>	<p>TBD</p>	<p>MEETS</p>	<p>↔</p>	<p>The NSCS board completes yearly trainings and identifies quarterly focus areas for board education and development. These focus areas include governance and strategic planning, financial management and fundraising, academic performance and student outcomes, and board self- evaluation and leadership development.</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</p>	Meets	Meets	TBD	TBD	TBD	MEETS	↔	<p>The NSCS board implemented a strategic plan for SY24-SY28 with specific goals, with a focus on ambitious academic outcome goals. The NSCS board receives regular updates on progress toward strategic priorities at board meetings. The NSCS board completes and discusses a yearly self-assessment that is used to identify priorities for board development.</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>	Meets	Meets	TBD	TBD	TBD	MEETS	↔	

<p>MONITORS SCHOOL PERFORMANCE AND COMPLIANCE</p>	<p>Meets: 100% Compliant in School Monitoring 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>The NSCS board actively reviews student achievement data from internal and statewide standardized testing. The board has also approved budgets focused on investing in supporting the academic performance of students. The board also reviews NSCS’s APR and UMSL’s Annual Review of the school each year.</p>
<p>School Leader Accountability</p>	<p>Targets and Rating</p>	<p>Metric/ Source</p>	<p>SY24 - Baseline from Previous Contract</p>	<p>SY25</p>	<p>SY26</p>	<p>SY27</p>	<p>SY28</p>	<p>Cum. Rating</p>	<p>Direction</p>	<p>Notes/ Comments</p>
<p>HOLDS MANAGEMENT ACCOUNTABLE</p>	<p>Meets: Holds Management Accountable Does Not Meet: Does Not Hold Management Accountable</p>	<p>The Board implements a transparent process for evaluating the school leader that includes evaluation of progress made on yearly school goals</p>	<p>Meets</p>	<p>Meets</p>	<p>TBD</p>	<p>TBD</p>	<p>TBD</p>	<p>MEETS</p>	<p>↔</p>	<p>The NSCS board has implemented a comprehensive plan to evaluate the school's Executive Director that is tied to specific goals and metrics identified by the board and Executive Director.</p>


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	↔	Governance records are appropriately created and maintained. The NSCS board communicates with the UMSL CSO to ensure record-keeping practices of the board are appropriate and meet the board's needs as well as their public obligations.
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	↔	NSCS school leadership is proactive in communicating with UMSL about concerns or potential issues once they have been identified. The NSCS board depends on school leadership to communicate concerns to UMSL.

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.	Meets	Meets	TBD	TBD	TBD	MEETS	↔	NSCS's professional development and coaching has been one of the main levers pulled by the school to improve student outcomes. School leaders and teachers indicated that professional development is improving year over year, and teacher observations and coaching are effective in driving improvements in instruction.
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	Meets: 100% Compliant Does Not Meet: < 100% Compliant	As reported in the October Staff Assignment Report	Meets	Meets	TBD	TBD	TBD	MEETS	↔	NSCS Staff Assignment Report has been corrected and demonstrates NSCS meets staff credentialing requirements. NSCS has implemented an internal plan to ensure accuracy in future Staff Assignment Reports.
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	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 admission, collection & protection of student information, due process & civil liberties; etc.	In Process	Meets	TBD	TBD	TBD	MEETS	↔	
SUBMITS REQUIRED DATA AND REPORTS TO UMSL	Meets: ≥ 90% submitted on time Approaches: ≥ 80% but < 90% submitted on time Does Not Meet: < 80% submitted on time	Documents submitted to UMSL	Meets 97%	Meets 98%	TBD	TBD	TBD	MEETS	↔	0% of submissions missing, 2% of 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	82%	Approaches 80%	TBD	TBD	TBD	APPROACHES	↘	

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>	<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</p>	Approaches 65%	Exceeds 80%	TBD	TBD	TBD	EXCEEDS		
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Mission-Specific Ops and Org Compliance Goal	Targets and Rating	Metric/ Source	SY24 - Baseline from Previous Contract	SY25	SY26	SY27	SY28	Cum. Rating	Direction	Notes/ Comments
Teacher Proficiency	Meets: > 20% more teachers score Proficient on the Teacher Evaluation in all pillars OR improve in one pillar by at least one level, as compared to the previous year Partially Meets: < 20% and > 10% more teachers score Proficient on the Teacher Evaluation in all pillars OR improve in one pillar by at least one level, as compared to the previous year Does Not Meet: < 10% more teachers score Proficient on the Teacher Evaluation in all pillars OR improve in one pillar by at least	Percent of teachers (code 60) who meet the target, based on progress on the North Side Community School Teacher Development Rubric from the BOY initial placement to the EOY evaluation; includes all teachers under contract for 7 or more of the 10 months	39%	Meets 47%	TBD	TBD	TBD	MEETS		Because these are new metrics for this contract, SY24 is the baseline year, and SY25 is the first year to be rated.

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