

**Performance Framework  
Premier Charter School: Contract Term SY26-SY30**

<b>I. ACADEMIC PERFORMANCE</b>			
<b>State and Federal Accountability</b>	<b>Targets and Ratings</b>	<b>Metric/Source</b>	<b>Notes/ Comments</b>
Federal Compliance	<p><b>Meets: 100% compliant or in the process of being corrected through a CAP</b></p> <p><b>Does Not Meet: No more than two minor requirements are not met and no more than one material area is not met</b></p> <p><b>Far Below Standard: More than two minor requirements are not met OR more than one material area is not met</b></p>	Meets all requirements of federal programs; as indicated through DESE monitoring systems	
ESSA Designation	<p><b>Meets: Not designated as a comprehensive or targeted school</b></p> <p><b>Does Not Meet: Designated as a Targeted School</b></p> <p><b>Far Below Standard: Designated as a Comprehensive School</b></p>	Not identified DESE as a Comprehensive or Targeted school	
State Rating-APR	<p><b>Exceeds: <math>\geq 85\%</math></b></p> <p><b>Meets: <math>\geq 70\%</math></b></p> <p><b>Does Not Meet: 50% - 69%</b></p> <p><b>Far Below Standard: <math>&lt; 50\%</math></b></p>	As calculated through the DESE MSIP program	

Academic Achievement	Targets and Ratings	Metric/Source	Notes/ Comments
ELA: Achievement (All Students) * N/A for LEAs with $\geq 85\%$ Student Groups	<b>Exceeds: MPI <math>\geq</math> DESE Target Level</b> <b>Meets: MPI <math>\geq</math> DESE On Track Level</b> <b>OR improved by 3 MPI points</b> <b>compared to the previous year</b> <b>Does Not Meet: MPI <math>\geq</math> DESE</b> <b>Approaching Level AND did not</b> <b>improve by 3 MPI points compared to</b> <b>the previous year</b>	As reported in the MSIP6 District/Charter APR Summary Report	
ELA: Achievement (Student Groups)	<b>Far Below Standard: MPI <math>&gt;</math> DESE</b> <b>Floor Level AND did not improve by 3</b> <b>MPI points compared to the previous</b> <b>year</b>	As reported in the MSIP6 District/Charter APR Summary Report	
ELA: Achievement Comparison to SLPS	<b>Exceeds: MPI exceeds SLPS by 20</b> <b>points or more</b> <b>Meets: MPI exceeds SLPS by <math>\geq 5</math></b> <b>points</b>	As reported in the MSIP6 District/Charter APR Summary Report  <i>SLPS</i>	
ELA: Achievement Comparison to SLPS (Student Groups)	<b>Does Not Meet: MPI is within 5 points</b> <b>of SLPS</b> <b>Far Below Standard: MPI is not within</b> <b>5 points of SLPS</b>	As reported in the MSIP6 District/Charter APR Summary Report  <i>SLPS</i>	
ELA: Achievement Comparison * Comp Schools are - Buder, Mason, Busch MS, Gateway MS	<b>Exceeds: MPI exceeds 3+ comp schools</b> <b>by 20 points or more</b> <b>Meets: MPI exceeds 3+ comp schools</b> <b>by <math>\geq 5</math> points</b>	As reported in the MSIP6 District/Charter APR Summary Report  <i>Comparison Schools</i>	
ELA: Achievement Comparison (Student Groups) * Comp Schools are - Buder, Mason, Busch MS, Gateway MS	<b>Does Not Meet: MPI is within 5 points</b> <b>of or exceeds MPI of 3+ comp schools</b> <b>Far Below Standard: MPI is not within</b> <b>5 points of 3+ comp schools</b>	As reported in the MSIP6 District/Charter APR Summary Report  <i>Comparison Schools</i>	

<p>Math: Achievement (All Students) * N/A for LEAs with <math>\geq 85\%</math> Student Groups</p>	<p><b>Exceeds: MPI <math>\geq</math> DESE Target Level</b> <b>Meets: MPI <math>\geq</math> DESE On Track Level</b> <b>OR improved by 3 MPI points</b> <b>compared to the previous year</b> <b>Does Not Meet: MPI <math>\geq</math> DESE</b> <b>Approaching Level AND did not</b> <b>improve by 3 MPI points compared to</b> <b>the previous year</b> <b>Far Below Standard: MPI <math>&gt;</math> DESE</b> <b>Floor Level AND did not improve by 3</b> <b>MPI points compared to the previous</b> <b>year</b></p>	<p>As reported in the MSIP6 District/Charter APR Summary Report</p>	
<p>Math: Achievement (Student Groups)</p>	<p><b>Far Below Standard: MPI <math>&gt;</math> DESE</b> <b>Floor Level AND did not improve by 3</b> <b>MPI points compared to the previous</b> <b>year</b></p>	<p>As reported in the MSIP6 District/Charter APR Summary Report</p>	
<p>Math: Achievement Comparison to SLPS</p>	<p><b>Exceeds: MPI exceeds SLPS by 20</b> <b>points or more</b> <b>Meets: MPI exceeds SLPS by <math>\geq 5</math></b> <b>points</b></p>	<p>As reported in the MSIP6 District/Charter APR Summary Report <i>SLPS</i></p>	
<p>Math: Achievement Comparison to SLPS (Student Groups)</p>	<p><b>Does Not Meet: MPI is within 5 points</b> <b>of SLPS</b> <b>Far Below Standard: MPI is not within</b> <b>5 points of SLPS</b></p>	<p>As reported in the MSIP6 District/Charter APR Summary Report <i>SLPS</i></p>	
<p>Math: Achievement Comparison * Comp Schools are - Buder, Mason, Busch MS, Gateway MS</p>	<p><b>Exceeds: MPI exceeds 3+ comp schools</b> <b>by 20 points or more</b> <b>Meets: MPI exceeds 3+ comp schools</b> <b>by <math>\geq 5</math> points</b></p>	<p>As reported in the MSIP6 District/Charter APR Summary Report <i>Comparison Schools</i></p>	
<p>Math: Achievement Comparison (Student Groups) * Comp Schools are - Buder, Mason, Busch MS, Gateway MS</p>	<p><b>Does Not Meet: MPI is within 5 points</b> <b>of or exceeds 3+ comp schools</b> <b>Far Below Standard: MPI is not within</b> <b>5 points of 3+ comp schools</b></p>	<p>As reported in the MSIP6 District/Charter APR Summary Report <i>Comparison Schools</i></p>	

<p>Science: Achievement (All Students) * N/A for LEAs with <math>\geq 85\%</math> Student Groups</p>	<p><b>Exceeds: MPI <math>\geq</math> DESE Target Level</b> <b>Meets: MPI <math>\geq</math> DESE On Track Level</b> <b>OR improved by 3 MPI points</b> <b>compared to the previous year</b> <b>Does Not Meet: MPI <math>\geq</math> DESE</b> <b>Approaching Level AND did not</b> <b>improve by 3 MPI points compared to</b> <b>the previous year</b></p>	<p>As reported in the MSIP6 District/Charter APR Summary Report</p>	
<p>Science: Achievement (Student Groups)</p>	<p><b>Far Below Standard: MPI <math>&gt;</math> DESE</b> <b>Floor Level AND did not improve by 3</b> <b>MPI points compared to the previous</b> <b>year</b></p>	<p>As reported in the MSIP6 District/Charter APR Summary Report</p>	
<p>Science: Achievement Comparison to SLPS</p>	<p><b>Exceeds: MPI exceeds SLPS by 20</b> <b>points or more</b> <b>Meets: MPI exceeds SLPS by <math>\geq 5</math></b> <b>points</b></p>	<p>As reported in the MSIP6 District/Charter APR Summary Report</p> <p><i>SLPS</i></p>	
<p>Science: Achievement Comparison to SLPS (Student Groups)</p>	<p><b>Does Not Meet: MPI is within 5 points</b> <b>of SLPS</b> <b>Far Below Standard: MPI is not within</b> <b>5 points of SLPS</b></p>	<p>As reported in the MSIP6 District/Charter APR Summary Report</p> <p><i>SLPS</i></p>	
<p>Science: Achievement Comparison * Comp Schools are - Buder, Mason, Busch MS, Gateway MS</p>	<p><b>Exceeds: MPI exceeds 3+ comp schools</b> <b>by 20 points or more</b> <b>Meets: MPI exceeds 3+ comp schools</b> <b>by <math>\geq 5</math> points</b></p>	<p>As reported in the MSIP6 District/Charter APR Summary Report</p> <p><i>Comparison Schools</i></p>	
<p>Science: Achievement Comparison (Student Groups) * Comp Schools are - Buder, Mason, Busch MS, Gateway MS</p>	<p><b>Does Not Meet: MPI is within 5 points</b> <b>of or exceeds 3+ comp schools</b> <b>Far Below Standard: MPI is not within</b> <b>5 points of 3+ comp schools</b></p>	<p>As reported in the MSIP6 District/Charter APR Summary Report</p> <p><i>Comparison Schools</i></p>	
<p>Academic Growth</p>	<p>Targets and Ratings</p>	<p>Metric/Source</p>	<p>Notes/ Comments</p>

<p>ELA: Growth Statistical Significance Category (All)</p>	<p><b>Exceeds: Above Average</b>  <b>Meets: Average and meets or exceeds Achievement Comparison to Comp Schools</b>  <b>Does Not Meet: Average and does not meet Achievement Comparison to Comp Schools</b>  <b>Far Below Standard: Below Average</b></p>	<p>As reported in the MSIP6 District/Charter APR Summary Report</p>	
<p>ELA: Growth Statistical Significance Category (Student Groups)</p>	<p><b>Exceeds: Above Average</b>  <b>Meets: Average and meets or exceeds Achievement Comparison to Comp Schools</b>  <b>Does Not Meet: Average and does not meet Achievement Comparison to Comp Schools</b>  <b>Far Below Standard: Below Average</b></p>	<p>As reported on the District Report Card issued by DESE</p>	
<p>Math: Growth Statistical Significance Category (All)</p>	<p><b>Exceeds: Above Average</b>  <b>Meets: Average and meets or exceeds Achievement Comparison to Comp Schools</b>  <b>Does Not Meet: Average and does not meet Achievement Comparison to Comp Schools</b>  <b>Far Below Standard: Below Average</b></p>	<p>As reported in the MSIP6 District/Charter APR Summary Report</p>	
<p>Math: Growth Statistical Significance Category (Student Groups)</p>	<p><b>Exceeds: Above Average</b>  <b>Meets: Average and meets or exceeds Achievement Comparison to Comp Schools</b>  <b>Does Not Meet: Average and does not meet Achievement Comparison to Comp Schools</b>  <b>Far Below Standard: Below Average</b></p>	<p>As reported on the District Report Card issued by DESE</p>	

Mission-Specific Academic Goal	Targets and Ratings	Metric/Source	Notes/ Comments
All learners will attend the high school of their choice.	<p><b>Exceeds:</b> <math>\geq 90\%</math> attend their high school of choice</p> <p><b>Meets:</b> <math>\geq 80\%</math> attend their high school of choice</p> <p><b>Partially Meets:</b> <math>\geq 70\%</math> attend their high school of choice</p> <p><b>Does Not Meet:</b> <math>&lt; 70\%</math> attend their high school of choice</p>	Percent of 8th graders attending their 1st or 2nd choice high school, as identified on the ICAP	

<p><b>Cumulative Rating Scale:</b></p> <p>Exceeds: Consistently exceeds target, year over year OR Exceeds in current year, and demonstrates a positive trend overall</p> <p>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</p> <p>Does Not Meet: Does not meet target for two of the last three years</p> <p>Falls Far Below Standard: Consistently does not meet target</p>
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## II. FINANCE

Near-Term Measures	Targets and Ratings	Metric/Source	Notes/ Comments
Current Ratio	<b>Meets: <math>\geq 1.1</math>, OR <math>&lt; 1.1</math> due to major capital expense</b> <b>Does Not Meet: <math>\leq 1.0</math> and <math>\geq 0.9</math></b> <b>Far Below Standard: <math>&lt; 0.9</math></b>	Current Assets/Current Liabilities per audited financials	
Debt Default	<b>Meets: No defaults and not delinquent on debt service payments</b> <b>Far Below Standard: One or more loan defaults and/or delinquent on debt service payments.</b>	Number of loan payments missed or loans defaulted, as reported by the LEA	
Student Attendance	<b>Exceeds: <math>\geq 90\%</math></b> <b>Meets: <math>\geq 85\%</math> and <math>&lt; 90\%</math></b> <b>Does Not Meet: <math>\geq 75\%</math> and <math>&lt; 85\%</math></b> <b>Far Below Standard: <math>&lt; 75\%</math></b>	Proportional Attendance Rate as reported on the District Report Card issued by DESE	
Student Enrollment Variance	<b>Meets: <math>\geq 95\%</math></b> <b>Does Not Meet: <math>\geq 85\%</math> and <math>&lt; 95\%</math></b> <b>Far Below Standard: <math>&lt; 85\%</math></b>	Actual Enrollment (October Count)/Projected Enrollment in Charter	
Sustainability Measures	Targets and Ratings	Metric/Source	Notes/ Comments
Liabilities to Asset Ratio	<b>Meets: <math>\leq 0.9</math></b> <b>Does Not Meet: <math>&gt; 0.9</math> and <math>\leq 1.0</math></b> <b>Far Below Standard: <math>&gt; 1.0</math></b>	Total Liabilities/Total Assets per audited financials	
Percentage Fund Balance	<b>Exceeds: <math>\geq 25\%</math></b> <b>Meets: <math>&lt; 25\%</math> and <math>\geq 10\%</math></b> <b>Does Not Meet: <math>\geq 3\%</math> and <math>&lt; 10\%</math></b> <b>Far Below Standard: <math>&lt; 3\%</math></b>	Per ASBR	
Expenditures Less than Receipts for the Fiscal Year	<b>Meets: <math>\leq 1</math></b> <b>Does Not Meet: <math>&gt; 1</math></b>	Expenditures/Revenue per audited financials and ASBR	

Financial Operations	Targets and Ratings	Metric/Source	Notes/ Comments
<p>Meets financial reporting and compliance requirements</p>	<p><b>Meets: 100% compliant with charter contract and laws or in the process of being corrected through a CAP</b>  <b>Does Not Meet: One or more of the requirements was submitted late or not published as required OR either the audit or ASBR were not completed accurately</b>  <b>Far Below Standard: Audit was not conducted by an independent auditor OR ASBR was not completed</b></p>	<p>Compliant with charter contract, laws, and in DESE audits/ monitoring: including but not limited to, submitting a board-approved audit conducted by an independent auditor to DESE and published as required; submitting an accurate ASBR by August 15; posting financial ledgers on website as required, maintain appropriate fiscal records, etc.</p>	
<p>Operates in a fiscally sound and appropriate manner, assessing and maintaining adequate fiscal health</p>	<p><b>Meets: 100% compliant with charter contract and laws or in the process of being corrected through a CAP</b>  <b>Does Not Meet: The requirements were not completed more than one time</b>  <b>Far Below Standard: The requirements were not completed more than two times</b></p>	<p>Compliant with charter contract, laws, and in DESE audits/ monitoring: including but not limited to, establishing budgets, setting fiscal policy, producing regular financial statements, ensuring board review and oversight of payments (check register and credit card statements), and paying all obligations in a timely manner</p>	

**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

Does Not Meet: Does not meet target for two of the last three years

Falls Far Below Standard: Consistently does not meet target

**III. LEARNING ENVIRONMENT**

School Environment	Targets and Ratings	Metric/Source	Notes/ Comments
Complies with facilities and transportation requirements	<p><b>Meets: 100% Compliance or in the process of being corrected through a CAP</b></p> <p><b>Does Not Meet: No more than two minor requirements are not met and no more than one material area is not met</b></p> <p><b>Far Below Standard: More than two minor requirements are not met OR more than one material area is not met</b></p>	Compliant with charter contract, laws, and in DESE audits/ monitoring: including but not limited to, ADA, inspections and records, permits, insurance, and transportation etc.	
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	<p><b>Meets: 100% Compliance or in the process of being corrected through a CAP</b></p> <p><b>Does Not Meet: No more than two minor requirements are not met and no more than one material area is not met</b></p> <p><b>Far Below Standard: More than two minor requirements are not met OR more than one material area is not met</b></p>	Compliant with all local health, state and federal requirements, all disaster preparation requirements	
Student Retention	<p><b>Exceeds: <math>\geq 90\%</math> retained</b></p> <p><b>Meets: <math>\geq 80\%</math> retained</b></p> <p><b>Does Not Meet: <math>\geq 75\%</math> retained</b></p> <p><b>Far Below Standard: <math>&lt; 70\%</math> retained</b></p>	Percent of students reported in the previous year's October Report who are reported in the current year's October Report	

Education Program Compliance	Targets and Ratings	Metric/Source	Notes/ Comments
<p>Implements the material terms of the education program as defined in the current charter contract</p>	<p><b>Meets: School program is as described in charter and to parents</b>  <b>Does Not Meet: Most, but not all elements are as described</b>  <b>Far Below Standard: Many elements are not as described</b></p>	<p>The charter is implemented as described in the charter contract and as described to families</p>	
<p>Complies with applicable education requirements</p>	<p><b>Meets: 100% compliant with charter contract and laws or in the process of being corrected through a CAP</b>  <b>Does Not Meet: No more than two minor requirements are not met and no more than one material area is not met</b>  <b>Far Below Standard: More than two minor requirements are not met OR more than one material area is not met</b></p>	<p>Compliant with charter contract, laws, and in DESE audits/ monitoring: including but not limited to, instructional days, graduation requirements, MLS, assessments, ESSA, screenings such as Dyslexia; McKinney-Vento; etc.</p>	
Student Rights and Requirements	Targets and Ratings	Metric/Source	Notes/ Comments
<p>Protects the rights of students with disabilities</p>	<p><b>Meets: 100% compliant with charter contract and laws or in the process of being corrected through a CAP</b>  <b>Does Not Meet: No more than two minor requirements are not met and no more than one material area is not met</b>  <b>Far Below Standard: More than two minor requirements are not met OR more than one material area is not met</b></p>	<p>Compliant with charter contract, laws, and in DESE audits/ monitoring, including but not limited to policies, practices related to IDEA and Section 504</p>	

Protects the rights of English Language Learner (ELL) students	<p><b>Meets: 100% compliant with charter contract and laws or in the process of being corrected through a CAP</b></p> <p><b>Does Not Meet: No more than two minor requirements are not met and no more than one material area is not met</b></p> <p><b>Far Below Standard: More than two minor requirements are not met OR more than one material area is not met</b></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	
Mission-Specific Learning Environment Goals	Targets and Ratings	Metric/Source	Notes/ Comments
Premier Charter graduates will be curious learners.	<p><b>Exceeds: <math>\geq 90\%</math> of all responses are positive</b></p> <p><b>Meets: <math>\geq 80\%</math> of all responses are positive</b></p> <p><b>Partially Meets: <math>\geq 70\%</math> of all responses are positive</b></p> <p><b>Does Not Meet: <math>&lt; 70\%</math> of all responses are positive</b></p>	Percent of 8th grade students indicating a positive (4-5) response on all student survey questions related to being curious	
Premier Charter graduates will be empowered learners.	<p><b>Exceeds: <math>\geq 90\%</math> of all responses are positive</b></p> <p><b>Meets: <math>\geq 80\%</math> of all responses are positive</b></p> <p><b>Partially Meets: <math>\geq 70\%</math> of all responses are positive</b></p> <p><b>Does Not Meet: <math>&lt; 70\%</math> of all responses are positive</b></p>	Percent of 8th grade students indicating a positive (4-5) response on all student survey questions related to being empowered	

<p>Premier Charter graduates will be appreciative of difference.</p>	<p><b>Exceeds: <math>\geq 90\%</math> of all responses are positive</b>  <b>Meets: <math>\geq 80\%</math> of all responses are positive</b>  <b>Partially Meets: <math>\geq 70\%</math> of all responses are positive</b>  <b>Does Not Meet: <math>&lt; 70\%</math> of all responses are positive</b></p>	<p>Percent of 8th grade students indicating a positive (4-5) response on all student survey questions related to being appreciative of difference</p>	
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Cumulative Rating Scale:

Meets: Consistently meets target, year over year OR Meets in at least one of the last two years, and demonstrates a positive trend overall  
Does Not Meet: Does not meet target for two of the last three years  
Falls Far Below Standard: Consistently does not meet target

#### IV. GOVERNANCE

State and Federal Accountability	Targets and Ratings	Metric/Source	Notes/ Comments
Operates in the best interest of its students and mission	<p><b>Meets: 100% of decisions support the mission</b></p> <p><b>Does Not Meet: &lt; 100% of decisions support the mission</b></p> <p><b>Far Below Standard: The board does not have a clear and united mission</b></p>	Board decisions are directly connected to the mission of the school	
Maintains an active, involved board as described in their charter	<p><b>Meets: <math>\geq</math> 90% of members attend and actively participate in 90% of meetings</b></p> <p><b>Does Not Meet: <math>\geq</math> 80% of members attend and actively participate in 90% of meetings</b></p> <p><b>Far Below Standard: &lt; 80% of members attend and actively participate in 90% of meetings</b></p>	% attendance and active participation in meetings	

<p>Complies with Board Governance Requirements</p>	<p><b>Meets: 100% Compliance or in the process of being corrected through a CAP</b></p> <p><b>Does Not Meet: No more than two minor requirements are not met and no more than one material area is not met</b></p> <p><b>Far Below Standard: More than two minor requirements are not met OR more than one material area is not met</b></p>	<p>Compliant with charter contract, laws, subject to the provisions and sections 610.010 to 610.030, Missouri Sunshine Law; including but not limited to, developing, revising, and following required board policies and bylaws; complying with open meeting laws, completing conflict of interest statements; following code of ethics; following bylaws; holding meetings; etc.</p>	
<p>Trains and Develops the Board</p>	<p><b>Meets: 100% of new board members receive the required training and 100% of returning board members complete at least 1 hour of annual training</b></p> <p><b>Does Not Meet: &lt; 100% of new board members receive the required training OR &lt; 100% of returning board members complete at least 1 hour of annual training</b></p> <p><b>Far Below Standard: The board does not have a program for onboarding new members and/or training for returning board members</b></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>Demonstrates Strong Board Accountability</p>	<p><b>Meets: 100% Compliance or in the process of being corrected through a CAP</b>  <b>Does Not Meet: No more than two minor requirements are not met and no more than one material area is not met</b>  <b>Far Below Standard: More than two minor requirements are not met OR more than one material area is not met</b></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, and establishing and monitoring the strategic plan.</p>	
<p>Operates Free of Conflict of Interest</p>	<p><b>Meets: No conflicts of interest</b>  <b>Far Below Standard: Conflict of interest is evident</b></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>Monitors School Performance and Compliance</p>	<p><b>Meets: 100% Compliance</b>  <b>Does Not Meet: No more than two minor requirements are not met and no more than one material area is not met</b>  <b>Far Below Standard: More than two minor requirements are not met OR more than one material area is not met</b></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>	

School Leader Accountability	Targets and Ratings	Metric/Source	Notes/ Comments
Holds Management Accountable	<b>Meets: Executive Director evaluated</b> <b>Far Below Standard: Executive School Leader is not evaluated</b>	The Board implements a transparent process for evaluating the school leader that includes evaluation of progress made on yearly school goals	
Compliance and Reporting	Targets and Ratings	Metric/Source	Notes/ Comments
Maintains appropriate records	<b>Meets: 100% Compliance or in the process of being corrected through a CAP</b> <b>Does Not Meet: No more than two minor requirements are not met and no more than one material area is not met</b> <b>Far Below Standard: More than two minor requirements are not met OR more than one material area is not met</b>	Governance records and documentation are appropriately created and maintained	
Communicates with UMSL	<b>Meets: 100% of significant issues were communicated in a timely manner</b> <b>Far Below Standard: &lt; 100% of significant issues were communicated in a timely manner</b>	The Board communicates in a timely manner with UMSL's sponsorship liaison about significant policy, personnel, school performance or legal issues	

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  
Does Not Meet: Does not meet target for two of the last three years  
Falls Far Below Standard: Consistently does not meet target

V. OPERATIONS AND ORGANIZATIONAL COMPLIANCE

Employee Rights and Requirements	Targets and Ratings	Metric/Source	Notes/ Comments
Respects employees' rights	<p><b>Meets: 100% compliant or in the process of being corrected through a CAP</b>  <b>Does Not Meet: No more than two minor requirements are not met and no more than one material area is not met</b>  <b>Far Below Standard: More than two minor requirements are not met OR more than one material area is not met</b></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.	
Completes Required Background Checks and FCSR	<p><b>Meets: 100% complete</b>  <b>Does Not Meet: &lt; 100% complete</b></p>	Assurance Statement	
Meets teacher and other staff credentialing requirements	<p><b>Meets: ≥ 80% core positions certified</b>  <b>Does Not Meet: &lt; 80% core positions certified</b></p>	As reported in the October Staff Assignment Report	

Compliance and Reporting	Targets and Ratings	Metric/Source	Notes/ Comments
Protects the rights of all students	<p><b>Meets: 100% compliant with charter contract and laws or in the process of being corrected through a CAP</b></p> <p><b>Does Not Meet: No more than two minor requirements are not met and no more than one material area is not met</b></p> <p><b>Far Below Standard: More than two minor requirements are not met OR more than one material area is not met</b></p>	Compliant with charter contract, laws, and in DESE audits/ monitoring, including but not limited to policies, practices related to admission, collection & protection of student information, due process & civil liberties, discipline; appropriate use of federal funds; etc.	
Submits required data and reports to UMSL	<p><b>Meets: <math>\geq 90\%</math> submitted on time</b></p> <p><b>Does Not Meet: <math>\geq 80\%</math> but <math>&lt; 90\%</math> submitted on time</b></p> <p><b>Far Below Standard: <math>&lt; 80\%</math> submitted on time</b></p>	Documents submitted to UMSL	
Complies with DESE reporting requirements and requests, including Core Data Submissions and Tiered Monitoring requirements	<p><b>Meets: 100% submitted on time</b></p> <p><b>Does Not Meet: 1-3 items submitted late</b></p> <p><b>Far Below Standard: More than 3 items submitted late OR 1 or more items not submitted</b></p>	Core Data, MOSIS, Tiered Monitoring, and other reporting systems utilized by DESE	

Teacher Retention	Targets and Ratings	Metric/Source	Notes/ Comments
Retains Teachers (code 60) who meet expectations	<p><b>Exceeds:</b> <math>\geq 90\%</math>  <b>Meets:</b> <math>\geq 85\%</math> retained  <b>Does Not Meet:</b> <math>\geq 75\%</math> retained  <b>Far Below Standard:</b> <math>&lt; 75\%</math> 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	
Retains all Teachers (code 60)	<p><b>Exceeds:</b> <math>\geq 80\%</math>  <b>Meets:</b> <math>\geq 70\%</math> retained  <b>Does Not Meet:</b> <math>\geq 60\%</math> retained  <b>Far Below Standard:</b> <math>&lt; 60\%</math> 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	

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  
Does Not Meet: Does not meet target for two of the last three years  
Falls Far Below Standard: Consistently does not meet target