

CATEGORY	INDICATORS AND MEASURES	DEFINITION	METRIC	EVIDENCE	TARGET
ACADEMICS					
STATE AND FEDERAL ACCOUNTABILITY					
	ESEA Designation	ESSA compliance is a requirement of all public schools.	Meets all requirements of Federal programs	Notification by DESE LEA or school is out of ; Self monitoring checklists provided to DESE;	100% in Compliance = Meets Out of Compliance in one area = Does Not Meet Out of Compliance with 2 or more areas = Far Below Standard
	State Rating	While charter schools are held accountable to their performance contract instead of the Missouri School Improvement Plan, state law requires all LEA's to have Annual Performance Report	<a href="#">MSIP 2019 Manual</a>	<a href="https://apps.dese.mo.gov/MCDS/home.aspx">https://apps.dese.mo.gov/MCDS/home.aspx</a>	90% or higher = Exceeds 70% or above = Meets 50%-69% = Partially Meets 49% or below = Far below Standard
STUDENT ACADEMIC PROFICIENCY					
	Proficiency (Status) – English (All)	Charter schools should ultimately be held accountable for how well students master fundamental skills and content, specifically in English and math. Percentage of students in grades 3-8th and in appropriate high school end of course exams testing Proficient or Advanced on the English sections of the MAP test.	See calculation link in State Rating	Proficient and Advance percentage compared to state average	Exceeding = Exceeds On Track = Meets Approaching = Partially Meets Floor = Far Below Standard
	Proficiency – English (Subgroups)	Percentage of students in federally recognized sub-groups, in grades 3-8th and in appropriate high school end of course exams testing Proficient or Advanced on the English sections of the MAP test	See calculation link in State Rating	Proficient and Advance percentage calculated by DESE	Exceeding = Exceeds On Track = Meets Approaching = Partially Meets Floor = Far Below Standard
	Proficiency Comparison – English	Local district comparisons of the percentage of students in grades 3-8th and in appropriate high school end of course exams testing Proficient or Advanced on the English sections of the MAP test	Comparison of MPI for grade levels served by charter and by local district	MPI calculation by DESE	Exceeds local district and is On Track or better = Exceeds Equal or exceeds local district comparison but not On Track= Meets Below District but On Track = Partially Meetings Below District not On Track = Far Below Standards
	Proficiency – Math (All)	Percentage of students in grades 3-8th and in appropriate high school end of course exams testing Proficient or Advanced on the Math sections of the MAP test.	See calculation link in State Rating	Proficient and Advance percentage compared to state average	Exceeding = Exceeds On Track = Meets Approaching = Partially Meets Floor = Far Below Standard
	Proficiency – Math (Subgroups)	Percentage of students in federally recognized sub-groups, in grades 3-8th and in appropriate high school end of course exams testing Proficient or Advanced on the Math sections of the MAP test	See calculation link in State Rating	Proficient and Advance percentage calculated by DESE	Exceeding = Exceeds On Track = Meets Approaching = Partially Meets Floor = Far Below Standard
	Proficiency Comparison – Math	State and local district comparisons of the percentage of students in grades 3-8th and in appropriate high school end of course exams testing Proficient or Advanced on the Math sections of the MAP test	Comparison of MPI for grade levels served by charter and by local district	MPI calculation by DESE	Exceeds local district and is On Track or better = Exceeds Equal or exceeds local district comparison but not On Track= Meets Below District but On Track = Partially Meetings Below District not On Track = Far Below Standards
	Proficiency – Science (All)	Percentage of students in grades 5th and 8th and in appropriate high school end of course exams testing Proficient or Advanced on the Science sections of the MAP test	See calculation link in State Rating	Proficient and Advance percentage compared to state average	Exceeding = Exceeds On Track = Meets Approaching = Partially Meets Floor = Far Below Standard
	Proficiency – Science (Subgroups)	Percentage of students in federally recognized sub-groups, in grades 5th and 8th and in appropriate high school end of course exams testing Proficient or Advanced on the Science sections of the MAP test	See calculation link in State Rating	Proficient and Advance percentage calculated by DESE	Exceeding = Exceeds On Track = Meets Approaching = Partially Meets Floor = Far Below Standard

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	Proficiency Comparison – Science	State and local district comparisons of the percentage of students in grades 5th and 8th and in appropriate high school end of course exams testing Proficient or Advanced on the Science sections of the MAP test	Comparison of MPI for grade levels served by charter and by local district	MPI calculation by DESE	Exceeds local district and is On Track or better = Exceeds Equal or exceeds local district comparison but not On Track= Meets Below District but On Track = Partially Meetings Below District not On Track = Far Below Standards
	Proficiency – Social Studies (All)	Percentage of students in US government End of Course exam testing Proficient or Advanced	See calculation link in State Rating	Proficient and Advance percentage compared to state average	Exceeding = Exceeds On Track = Meets Approaching = Partially Meets Floor = Far Below Standard
	Proficiency – Social Studies (Subgroups)	Percentage of students in federally recognized sub-groups, Proficient or Advanced on US Government EOC exam	See calculation link in State Rating	Proficient and Advance percentage calculated by DESE	Exceeding = Exceeds On Track = Meets Approaching = Partially Meets Floor = Far Below Standard
	Proficiency Comparison – Social Studies	State and local district comparisons of the percentage of students testing Proficient or Advanced on the Social Studies sections of the US Government EOC test	Comparison of MPI for grade levels served by charter and by local district	MPI calculation by DESE	Exceeds local district and is On Track or better = Exceeds Equal or exceeds local district comparison but not On Track= Meets Below District but On Track = Partially Meetings Below District not On Track = Far Below Standards
STUDENT ACADEMIC GROWTH					
	Growth – MAP English (All)	Percentage of students that have grown one year or more, in grades 3rd through 8th grade on the English sections of the MAP test	State Normal Curve Equivalent calculations for students who have taken the MAP test at least two consecutive years	NCE calculation by DESE	Exceeding = Exceeds On Track = Meets Floor = Far Below Standard
	Growth – MAP English (Subgroups)	Percentage of students in federally recognized subgroups, that have grown one year or more, in grades 3rd through 8th grade on the English sections of the MAP test.	State Normal Curve Equivalent calculations for students who have taken the MAP test at least two consecutive years	NCE calculation by DESE	Exceeding = Exceeds On Track = Meets Floor = Far Below Standard
	Growth –MAP Math (All)	Percentage of students that have grown one year or more, in grades 3rd through 8th grade on the Math sections of the MAP test	State Normal Curve Equivalent calculations for students who have taken the MAP test at least two consecutive years	NCE calculation by DESE	Exceeding = Exceeds On Track = Meets Floor = Far Below Standard
	Growth – MAP Math (Subgroups)	Percentage of students in federally recognized subgroups, that have grown one year or more, in grades 3rd through 8th grade on the Math sections of the MAP test	State Normal Curve Equivalent calculations for students who have taken the MAP test at least two consecutive years	NCE calculation by DESE	Exceeding = Exceeds On Track = Meets Floor = Far Below Standard
POSTSECONDARY READINESS (HIGH SCHOOLS ONLY)					
	Graduation Rate	Percentage of students graduating from high school in 4 years	Percentage of 9th grade cohort graduating in 4 years as reported to DESE or a similar metric mutually agreed upon by school and MCPSC	MOSIS reported data to DESE	Target=Exceeding, unless there is a mutually agreed upon by school and MCPSC target On Target = Meets unless there is a mutually agreed upon by school and MCPSC target Approaching = Partially Meets unless there is a mutually agreed upon by school and MCPSC target Floor = Far Below Standard unless there is a mutually agreed upon by school and MCPSC target
	Post-Secondary Matriculation Rate	Percentage of students enrolled in post-secondary training or college	School determines state approved assessments it will administer	MOSIS reported data to DESE verified by third party assessment agencies	Target=Exceeding, unless there is a mutually agreed upon by school and MCPSC target On Target = Meets unless there is a mutually agreed upon by school and MCPSC target Approaching = Partially Meets unless there is a mutually agreed upon by school and MCPSC target Floor = Far Below Standard unless there is a mutually agreed upon by school and MCPSC target

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	College/Career Readiness Assessment Performance	Percentage of students testing at state standard or demonstrated proficiency on any department-approved measure(s) of college and career readiness, for example, the ACT®, SAT®, COMPASS®, or Armed Services Vocational Aptitude Battery (ASVAB)	Meets or exceeds the state standard or demonstrates required improvement	Reported eligible, participating and meets/exceeds students submitted by third party to DESE	Target=Exceeding, unless there is a mutually agreed upon by school and MCPSC target On Target = Meets unless there is a mutually agreed upon by school and MCPSC target Approaching = Partially Meets unless there is a mutually agreed upon by school and MCPSC target Floor = Far Below Standard unless there is a mutually agreed upon by school and MCPSC target
SCHOOL-SPECIFIC ACADEMIC MEASURES (IF APPLICABLE)					
	Mission-Specific Academic Goal(s)	Agreed to by school and MCPSC and included in performance contract	Must be valid, reliable, measurable, and quantifiable	Third party evidence preferred; self reported evidence when agreed upon by MCPSC	Mutually agreed upon by school and MCPSC
	Additional Academic Performance Measures	Agreed to by school and MCPSC and included in performance contract	Must be valid, reliable, measurable, and quantifiable	Third party evidence preferred; self reported evidence when agreed upon by MCPSC	Mutually agreed upon by school and MCPSC
FINANCE					
NEAR-TERM MEASURES					
	Percentage Fund Balance	The difference between fund assets and fund liabilities.	(Assets-Expenses)/Expenses	Audited financials and ASBR	Meets State Statue = 3% Far Below Standard = Less than 3%
	Current Ratio	Ration of Current Assets to Current Liabilities, the ability of the school to pay its obligations.	Current Assets divided by Current Liabilities	Final Board approved year end balance sheet until audited balance sheet has been approved	Meets = 1.1 or > OR 1.0-1.1 and current year positive Does Not Meet = .09-.99 or 1.0-1 and current year is negative Far Below Standard .09 or below
	Unrestricted Days Cash on Hand	Number of days a school can pay its expenses without another inflow of cash	Total Unrestricted Cash/[(Total Expenses-Depreciation)/365]	Final Board approved balance sheet and income statements until audited statements are approved	Meets= Yr 1 & 2 - 30 days for schools; Yr 3-9 - 60 days or 30 days + positive 1 year trend; Year 10 - 90 days or 60 days+ positive 1 year trend Does Not Meet= Yr 1 & 2 - 16-29 days; Yr 3-9 - 31-59 days or 30 days + negative 1 year trend; Year 10 - 61-89 days or 60 days+ negative 1 year trend Far Below Standard= Yr 1 & 2 -15 days or less; Yr 3-9 - 30 days or less; Year 10 - 59 days or less
	Enrollment Variance	Actual vs projected enrollment	Actual Enrollment divided by Board Approved Projected Enrollment (In Performance Contract)	Board approved budget based enrollment, performance contract enrollment, ADA from MOSIS	Meets = Schools in years 1 or 2, less than 10% variance / Meets = Schools in year 3 or more less than 5% variance Does Not Meet = 85-90% (1 or 2 year )/95-85% Far Below Standard = less than 85%
	Debt Default	Has school met debt obligations or covenants	Number of loan payments missed or loaned default	Notes to audited financial statements; board minutes	Meets = No defaults Does Not Meet = 2 months payments missed Far Below Standard = 3 or more payments missed, more than one loan with missed payment or a load default
SUSTAINABILITY MEASURES					
	Total Margin	Measures risk of closure due to expenses over revenues; measures if school is building reserve	Net income divided by total revenue	Year end board approved income statement until audited financial statements are approved	Meets = Positive Does Not Meet = Less than zero and greater than -10% Far Below Standard = Less than -10%
	Aggregated Three-Year Total Margin	Long term sustainability of school in building reserve	Sum of net income the last three years divided by the sum of the revenues last three years	Three years of audited financials	Meets = Positive three year, with the last year positive Does Not Meet = Greater than -1.5% and three (3) years positive Far Below Standard = Less than -1.5%
	Debt to Asset Ratio	Compares the school's liabilities to its assets; measures the reliance on debt to finance operations	Total Liabilities divided by Total Assets	Three years of audited financials (or two years audited financials and third year board approved financial statements, until audit is complete)	Meets = Less than .09 Does not Meet = Greater than -1.5% and three (3) years positive Far Below Standard = greater than 1

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	Cash Flow	Change in cash balance over three years and change over two years measures stability	Year 3 Total Cash less Year 1 Total Cash & Year 2 total Cash less Year 1 Total Cash	Audited financials	Meets = Three year is Positive/ Two of three and last year positive Does Not Meet = Three year positive but last year not Far Below Standard = Three year negative
	Debt Service Coverage Ratio	Measures schools ability to cover its debt obligations	(Net Income + Depreciations + Interest Expenses)/(Annual Principal, Interest, and Lease Payments)	Audited income statement, cash flow statement, plus annual principal and interest provided by school (board minutes or submission)	Meets = 1.1 or greater  Does Not Meet = Less than 1.1
FINANCIAL MANAGEMENT AND OVERSIGHT					
	Meeting financial reporting and compliance requirements	Submission of accurate and timely materials	Epicenter; board minutes; MOSIS; School Finance submissions are accurate and on time	ASBR, GAAP, EGAR compliant; board meeting minutes	Meets = 100% compliant with contract and laws; DESE reports mandated programs are in compliance Does Not Meet = 90% compliant with contract and laws/DESE mandated programs Far Below Standard = Less than 90% compliant and/or fails to comply with intervention requirements to meet compliance
	Following Generally Accepted Accounting Principles (GAAP)	School materially complies with applicable laws, rule sand regulations and provisions of contract regarding financial reporting	Independent auditor	Audit (provide scope of requirements)	Meets = Unqualified Audit opinion Does Not Meet = Significant findings, material weaknesses or significant internal control weaknesses; and/or failure to competitively bid auditor after 3 years with same firm Far Below Standards = Significant findings, material weaknesses or significant internal control weaknesses; without going concern disclosure or explanatory paragraph
ORGANIZATIONAL PERFORMANCE					
EMPLOYEE RIGHTS AND REQUIREMENTS					
	Respecting employee rights	School complies with all applicable laws, rules, regulations and contract provision, including Family Medical Leave, ADA, and employment contracts. School does not interfere with employee' right to organize or bargain collectively	Policies, practices related to employment	Epicenter; site visits; complaints filed in court, MCPSC or board	Meet - 100% compliant; No substantiated claims  Does Not Meet = Less than 100% compliant Far Below Standard = Less than 100% compliant, one or more substantiated claims; and/or failure to correct after intervention, site visit report or school quality review
	Completing required background checks	All employees, bus drivers, board members, volunteers and contractors have background checks and family registry	MO Highway Patrol and DSS Family Registry	Epicenter; site visit	Meets =100% compliant Does Not Meet - between 95-100 Compliant Far Below Standard = Less than 95% Compliant; and/or failure to correct compliance after intervention, site visit report or school quality review
	Meeting teacher and other staff credentialing requirements	Appropriately certified staff for position and per board policy	Core subjects MO teacher certification; High Qualified in federally funded positions	MOSIS; site visit	Meets = 100% core and federal positions certified; not less than 80% certified/20% non-certified Far Below Standards = Less than 100% core and federal positions certified; more than 20% not certified
COMPLIANCE AND REPORTING					
	Complying with reporting requirements	Charter schools report to SEA and sponsor for monitoring and evaluation	Required reports to monitor academic, financial and operational performance and compliance includes accountability tracking documents, enrollment/attendance, academic achievement, etc. Does not include student level data, except for mailing information.	Epicenter; DESE evaluations; accuracy of MOSIS; staff accurately reporting to board; CMO reporting to board; federal, state, and local reporting requirements, and document retention requirements	Meets =90% of Epicenter on time and accurate year 1/95% Epicenter on time and accurate year 2 and beyond Does Not Meet =85-90% of Epicenter on time and accurate year 1; 85-95% Epicenter on time and accurate year 2 and beyond Far Below Standard =Less than 85% of Epicenter on time and/or unresolved compliance issues with state or federal agencies
	Complying with all other obligations	Other requirements in charter, performance contract or in the event of court decrees, intervention by MCPSC or DESE.	Other requirements as necessary; amendments of charter; MCPSC interventions; changes in federal or state law	Dependent on requirement	Dependent on requirement

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<b>LEARNING ENVIRONMENT</b>					
<b>SCHOOL ENVIRONMENT</b>					
	Complying with facilities and transportation requirements	School's physical plan is safe for occupancy and school complies with all laws concerning transportation	Compliance with ADA, fire inspections and records, occupancy permits, insurance, student transportation (as described in contract and by law)	Epicenter; site visits	Meets =100% compliant Does Not Meet - between 95-100 Compliant Far Below Standard = Less than 95% Compliant; and/or failure to correct compliance after intervention, site visit report or school quality review
	Complying with health and safety requirements	School materially complies with applicable laws, rules and regulations and contract provisions related to health and safety	Compliance with all local health, state and federal requirements, all disaster preparation requirements (including active shooter)	Epicenter; site visit	Meets =100% compliant Does Not Meet - between 95-100 Compliant Far Below Standard = Less than 95% Compliant; and/or failure to correct compliance after intervention, site visit report or school quality review
	Handling information appropriately	Protects employee and student information and data; comply with Missouri Sunshine requests; comply with all reporting requirements in law, regulation, contract or by MPCSC; inform parent and employees of rights; report performance to parents and community	Maintain secure records, Provides access to information as requested and required, timely and safe transfer of student records, testing materials secure	Epicenter; site visit; complaints	Meets =100% compliant Does Not Meet - between 95-100 Compliant Far Below Standard = Less than 95% Compliant; and/or failure to correct compliance after intervention, site visit report or school quality review
<b>EDUCATION PROGRAM COMPLIANCE</b>					
	Implementing the material terms of the education program as defined in the current charter contract	School adheres to the terms of the charter contract and performance measures, with the goal of determining renewal, intervention, non-renewal or revocation.	Terms of contact; charter is implemented with fidelity to the program described; it delivers what is promises to families;	Epicenter; Site Visits; SQR; school annual report	Meets = School program is as described to parents Does Not Meet = Most, but not all of the programs described are implemented Far Below Standard = Many elements of the charter are not implemented; noticed in site visits and school quality reviews
	Complying with applicable education requirements	School materially complies with all applicable laws, rules, regulations and charter contract provisions related to education requirements	Instructional days; graduation requirements; MLS; state assessments; ESSA; etc.	Epicenter: Site Visits; DESE feedback; SQR	Meets = 100% compliant with contract and laws; DESE reports mandated programs are in compliance Does Not Meet = 90% compliant with contract and laws/DESE mandated programs Far Below Standard = Less than 90% compliant and/or fails to comply with intervention requirements to meet compliance
<b>STUDENT RIGHTS AND REQUIREMENTS</b>					
	Protecting the rights of all students	Charter schools must protect the rights of the students served.	Policies, practices related to admission, collection & protection of student information, due process & civil liberties, discipline; screenings such as Dyslexia	Epicenter; parent complaints; site visit	Meets = 100% compliance Does Not Meet = Less than 95% Compliance Far Below Standard = Less than 95% Compliance; Fails to correct compliance issues after intervention, site visit report or school quality review
	Protecting the rights of students with disabilities	School meets all legal obligations regarding services to students with disabilities. This includes access, identification, appropriate staffing, proper management and appropriate use of funds	Enrollment, discipline, subgroup performance, appropriate use of federal funds; required policies and plans	Epicenter: Site Visits; DESE feedback; SQR	Meets = 100% compliant with contract and laws; DESE reports mandated programs are in compliance Does Not Meet = 90% compliant with contract and laws/DESE mandated programs Far Below Standard = Less than 90% compliant and/or fails to comply with intervention requirements to meet compliance
	Protecting the rights of English Language Learner (ELL) students, migrant and homeless students	School meets all legal obligations regarding services to English Language learners, migrant and homeless students. This includes access, identification, appropriate staffing, proper management and appropriate use of funds	Enrollment, discipline, subgroup performance, appropriate use of federal funds; required policies and plans. Comply with McKinney-Vento Act.	Epicenter: Site Visits; DESE feedback; SQR	Meets = 100% compliant with contract and laws; DESE reports mandated programs are in compliance Does Not Meet = 90% compliant with contract and laws/DESE mandated programs Far Below Standard = Less than 90% compliant and/or fails to comply with intervention requirements to meet compliance
	Meeting attendance goals	A leading indicator to financial stability, and school and academic quality.	Average daily attendance of all students in school; Average daily attendance of 90% of students	MOSIS; Annual Performance Report	Mutually agreed upon goals in performance contract

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<b>GOVERNANCE</b>					
Board Oversight and Accountability					
	Complying with governance requirements	Compliance with all states and contract obligations regarding school governance and oversight	Current board policies, current bylaws, complies with open meeting laws, conflict of interest statement; code of ethics, follows bylaws; holds meetings; etc.	Epicenter; MEC filings; ASBR; strategic plans; site visit; board training, register with Secretary of State	Meets = 90% of Epicenter on time and accurate year 1; 95% Epicenter on time and accurate year 2 and beyond Does Not Meet = 85-90% of Epicenter on time and accurate year 1; 85- 95% Epicenter on time and accurate year 2 and beyond Far Below Standard = Less than 85% of Epicenter on time
	Holding management accountable	Central role of the board	Functioning board meeting state laws for non profits and school boards; MCPSC submission requirements; charter board best practices	CEO evaluation; CMO performance contract; evaluation of CMO; board accountable for results; board meets; quorum; minutes	Meets = Annual CEO Evaluation; Annual/Biennial CMO Evaluated  Far Below Standard = No CEO Evaluation/CMO Evaluation
Board Development, Growth and Operations					
	Holding governance accountable	Central role of the board	Functioning board meeting state laws for non profits and school boards; MCPSC submission requirements; charter board best practices; annual review and update of Board Policies; board and management succession planning.		Meets = Annual Board Self Assessment; Board Goals; Board Committees; Board Member Terms; Board Member Training; Board Meeting Attendance; Strategic Plan; Performance Dashboard Does Not Meet = Lack of one or two of the following: Annual Board Self Assessment; Board Goals; Board Member Terms; Board Member Training; Board Meeting Attendance; Strategic Plan; Performance Dashboard; and/or no transition of board officers within charter term Far Below Standards = Lack of three or more of the following: Annual Board Self Assessment; Board Goals; Board Member Terms; Board Member Training; Board Meeting Attendance; Strategic Plan; Performance Dashboard; Change of Board Officers within charter term