

School Performance Measures Framework (Detailed)

This Performance Framework Guidance has been created by WRCCS to help support Authorizers, Governance Board, and School Leaders with an example framework to ensure transparent, rigorous, and holistic school performance communication.

As it is clearly identified in state statute ([118.40\(1m\)\(b\)5.](#) and [118.40\(2r\)\(b\)2.a.](#)), charter contracts should contain specific annual academic and operational performance measures and a plan for monitoring.

This guidance should be used as an example or model as it can (and should) be adopted to fit the specific needs and elements of different schools and communities.

Guiding Principles of the Framework

- The focus should be on performance over compliance. Each performance benchmark serves to highlight how a successful school should perform and operate in a key indicator area. Compliance is only requiring minimum expectation and not highlighting what makes the charter school unique and successful.
- When a charter school enters into an “autonomy for accountability” performance-based contract with an authorizer, the Framework establishes high expectations for school performance.
- The performance indicators (and goals) should focus on outcomes rather than process, activities, or operations.
- Charter schools should have autonomy over the measurements.
- The framework should allow for specific and transparent feedback to authorizers, governance boards, and schools based on performance.
- Authorizers should use discretion to consider all qualitative and quantitative learning factors and other school performance outcomes when evaluating the success of a school.
- Indicators should be chosen specifically to align with the authorizers mission and vision

This School Performance Measures Framework guide is structured to assess schools in three overarching areas:

1. Student Learning Indicators (SLI)
2. Finance Performance Indicators (FPI)
3. Operations Performance Indicators (OPI)

Student Learning Indicators (SLI)

The Student Learning Performance is conducted to determine whether the school has an effective academic program that ensures learning success for all students. A school's educational program and student learning should be measured in multiple ways.

Indicator 1: Mission Related Outcomes	Each student will meet or exceed their individual growth as it relates to the mission and vision of the school	Weight (30%)
Mission Related Contract Goal		
Mission Related Contract Goal <i>(if needed)</i>		
Meets or Does Not Meet Expectations		/30
Notes:		

Indicator 2: Identified Subgroups Not Meeting Expectations	Are identified subgroups at the school achieving adequate progress compared to other subgroups?	Weight (10%)
Subgroup Contract Goal		
Subgroup Contract Goal <i>(if needed)</i>		
Meets or Does Not Meet Expectations		/10
Notes:		
Indicator 3: Reading Growth and Proficiency	Are all students achieving proficiency and meeting expected growth targets in reading?	Weight (10%)
Reading Contract Goal		
Reading Contract Goal <i>(if needed)</i>		
Meets or Does Not Meet Expectations		/10
Notes:		

Indicator 4: Math Growth and Proficiency	Are all students achieving proficiency and meeting expected growth targets in Math?	Weight (10%)
Math Contract Goal		
Math Contract Goal <i>(if needed)</i>		
Meets or Does Not Meet Expectations		/10
Notes:		
Indicator 5: Growth or Proficiency in Other Curricular Areas or Educational Programs	Are all students achieving proficiency and meeting expected growth targets in other curricular areas or educational programs (other than reading and math)?	Weight (5%)
Other Curricular Contract Goal		
Other Curricular Contract Goal <i>(if needed)</i>		
Meets or Does Not Meet Expectations		/5
Notes:		

[illegible]

Indicator: 8 Federal and State Accountability	How is the school performing according to federal and state accountability measures? • State report card • ESSA	Weight (10%)
Federal and State Accountability Contract Goal		
Federal and State Accountability Contract Goal <i>(if needed)</i>		
Meets or Does Not Meet Expectations		/10
Notes:		
Indicator 9: 21st Century Skills	Are all students receiving essential 21st century skills that can be applied outside of the classroom?	Weight (5%)
21st Century Skills Contract Goal		
21st Century Skills Contract Goal <i>(if needed)</i>		
Meets or Does Not Meet Expectations		/5
Notes:		

Student Learning Indicators Summary

Meets or Does Not Meet Expectations

/100

Notes:

Financial Performance Indicators (FPI)

The Financial Performance is conducted to determine whether the school is compliant with legal requirements, the charter contract, and generally accepted indicators of financial management, financial health, and financial sustainability. A school's finances should be measured in multiple ways.

Indicator 1 Financial Best Practices	- Financial audit - Financial Policies and Practices - Financial Reporting - Budget to actual variance	Weight (35%)
Financial Best Practices Contract Goal		
Financial Best Practices Contract Goal (if needed)		
Meets or Does Not Meet Expectations		/35
Notes:		

Indicator 2 Financial Health	• Current revenue and expenditures ratio • Days Cash on Hand • Enrollment Variance	Weight (35%)
Financial Health Contract Goal		
Financial Health Contract Goal (if needed)		
Meets or Does Not Meet Expectations		/35
Notes:		
Indicator 3 Financial Sustainability	• Fund balance percentage • Debt to asset ratio	Weight (30%)
Financial Sustainability Contract Goal		
Financial Sustainability Contract Goal (if needed)		
Meets or Does Not Meet Expectations		/30
Notes:		
Financial Performance Summary		
Meets or Does Not Meet Expectations		/100
Notes:		

Operations Performance Indicators (OPI)

School performance success often hinges on the operations of a school. Measuring school performance is a piece of overall school evaluation. The Operations Performance Indicators includes six indicators, or general categories, used to evaluate a school's operations performance.

Indicator 1 Program Mission and Vision	• Mission & Vision within program, • Social Emotional Learning • Assessment and Monitoring • Special Education compliance • Federal Compliance (Title)	Weight (20%)
Program Mission and Vision Contract Goal		
Program Mission and Vision Contract Goal <i>(if needed)</i>		
Meets or Does Not Meet Expectations		/30
Notes:		

Indicator 2 Security	• Parent/Student surveys • Student data and Security Policies • Technology Use Protection	Weight (10%)
Operational Security Contract Goal		
Operational Security Contract Goal <i>(if needed)</i>		
Meets or Does Not Meet Expectations		/10
Notes:		

Indicator 3 Governance Training and Oversight	• Governance Oversight, • Board Training • School/board Policy and procedures	Weight (30%)
Governance Contract Goal		
Governance Contract Goal <i>(if needed)</i>		
Meets or Does Not Meet Expectations		/30
Notes:		

Indicator 4 Governance Composition	• Board Composition • Board Attendance • Routine Procedures	Weight (30%)
Governance Contract Goal		
Governance Contract Goal <i>(if needed)</i>		
Meets or Does Not Meet Expectations		/30
Notes:		

Indicator 5 Communication and Reporting	• Report completion to DPI • Annual Report • Scorecard Transparency • Website • Board Documents	Weight (10%)
Operational Communication Contract Goal		
Operational Communication Contract Goal <i>(if needed)</i>		
Meets or Does Not Meet Expectations		/10
Notes:		

Operations Performance Summary	
Meets or Does Not Meet Expectations	/100
Notes:	

Resources:

- Osprey Wilds Performance Framework
<https://ospreywilds.org/portfolio-item/performance-evaluation/>
- Charter Performance Framework: New York State Board of Regents
http://www.p12.nysed.gov/psc/documents/9-4-2015CSPerformFrame082015_MM_SM-change_saccepted.pdf
- Model Charter School Performance Framework Tennessee Department of Education:
https://www.tn.gov/content/dam/tn/education/nonpublic/chtr_sch/Charter_School_Model_Performance_Framework.pdf
- The School District of Philadelphia Charter School Evaluation Framework
<https://www.philasd.org/charterschools/evaluation/the-framework/>
- UW-Milwaukee Office of Charter Schools School Performance Framework
https://drive.google.com/file/d/1RiXsGi_PsC88ltfKS4kXBOs8P4mT18eJ/view