



Mississippi Charter School Performance Framework

Mississippi Charter School Authorizer Board

June 1st, 2015



Objective

To provide charter school operators and boards with clear expectations, fact-based oversight, and timely feedback while ensuring charter autonomy.

- Clear standards, timely feedback, maximum transparency
- Objective information for schools, students, and families
- Differentiated oversight including incentives for high-performing charter schools
- Comprehensive information to guide charter renewal determinations



Authorizer Board Obligations

Mississippi Charter School Authorizer Board Obligations

- Clearly communicate standards and expectations to schools;
- Conduct a transparent, consistent, and predictable oversight process;
- Conduct an oversight process that is respectful of schools' autonomy;
- Focus on student outcomes and not on inputs; and
- Provide fact-based feedback to schools and communities indicating where schools stand relative to performance framework expectations and standards.



Performance Framework Assessment Components

- **Routine Ongoing Submissions**
 - Create one reporting calendar that includes all submissions due to the Authorizer Board and MDE
- **Performance Frameworks**
 - Academic: Student proficiency and growth, subgroup performance, and school selected indicators
 - Financial: Fund balance, audit findings, debt to asset ratio, and timeliness of all reports
 - Organizational: Education program, enrollment, discipline, special education and at-risk populations, school environment, and governance
- **Annual Performance Report**
 - Compiles all information from frameworks and data collected throughout the year



Academic Performance Indicators

I. Academic Performance Framework – Academic Performance Rating – K – 8				
Measure	Rating			
	Exceeds Expectations	Meets Expectations	Approaches Expectations	Fails to Meet Expectations
1. State Accountability Letter Grade – Proficiency and Growth	A	B - C	D	F
2. School-Specific Academic Goals*	School exceeds school-specific annual goals.	School meets school-specific annual goals.	School did not meet school-specific academic goals.	School fell far below school-specific academic goals.
3. Subgroup Performance – Growth [^]	76 to 100% of subgroup students achieved growth target.	51 to 75% of subgroup students achieved growth target.	26 to 50% of subgroup students achieved growth target.	0 to 25% of subgroup students achieved growth target.
4. Subgroup Performance – Proficiency [^]	76 to 100% of subgroup students achieved a score of proficient or higher.	51 to 75% of subgroup students achieved a score of proficient or higher.	26 to 50% of subgroup students achieved a score of proficient or higher.	0 to 25% of subgroup students achieved a score of proficient or higher.



Financial Performance Indicators

II. Financial Performance Framework – Financial Performance Rating	
Rating	Score
Meets Expectations	80 – 100
Approaches Expectations	60 – 79
Fails to Meet Expectations	0 – 59



Financial Performance Score Indicators				
Indicators	Potential Points	Full Credit	Partial Credit	No Credit
Fund Balance	Full Credit – 20 Points Partial Credit – 10 Points No Credit – 0 Points	Y1: >2% Y2: >3% Y3: >4% Y4: >5% Y5: >6% +Y5: >7.5%	Y1: 1-2% Y2: 1.5-3% Y3: 2-4% Y4: 2.5-5% Y5: 3-6% +Y5: 3.75-7.5%	Y1: <1% Y2: <1.5% Y3: <2% Y4: <2.5% Y5: <3% +Y5: <3.75%
Audit Findings	Full Credit – 20 Points Partial Credit – 10 Points No Credit – 0 Points	Unqualified Audit with No Findings	Unqualified Audit with No Recurring or Material Findings	-Unqualified Audit with Recurring or Material Findings; Or -Qualified Audit
Debt to Asset Ratio	Full Credit – 20 Points No Credit – 0 Points	<0.9	N/A	>0.9
Timely Reporting	Full Credit – 20 Points Partial Credit – 15 Points Partial Credit – 10 Points No Credit – 0 Points	-Quarterly reports, MDE Financial Submission Data, and Audit All Submitted Timely	1 Late – 15 Points 2 Late – 10 Points	3 – 5 Late





Organizational Performance Indicators

III. Organizational Performance Framework – Organizational Performance Rating			
Rating	Score	Components	
Meets Expectations	80 - 100	Key Indicator	Points Possible
Approaches Expectations	60 - 79	Educational Program Requirements	12
Fails to Meet Expectations	0 - 59	Enrollment	19
<p>All schools start with the full amount of points and assure that they follow these policies and procedures.</p> <p>A school loses points when more than 1 Notice of Concern is issued or a Notice of Breach is issued.</p> <p>Some indicators are based on data outcomes and schools must achieve specified outcomes in order to earn points.</p>		Discipline	11
		Special Education / At-Risk Student Populations	28
		School Environment	21
		Governance	9
		Total	100
		Critical Indicators: Boxes highlighted below in yellow represent, high priority indicators. Non-compliance in one of these items triggers an automatic Notice of Breach.	

Organizational Performance Score Indicators			
A. Educational Program Requirements			
Indicator	Points	Detail	Credit
i. School Meets the Essential Terms Identified in Charter Contract	3		Education program meets contract specifications
ii. School Complies with All Reporting Requirements	3		No more than 1 Notice of Concern per Indicator No Notices of Breach per Indicator
iii. School Meets Attendance Goals	3		Attendance daily attendance meets at least 90% of students enrolled.
iv. Teachers and Administrators Meet All Credentialing Requirements	3		Teacher credentialing data meets legal specifications



Annual Process

Ongoing Oversight



- Differentiated School Reviews
- Routine Document and Data Submissions
- Data Analysis

Performance Frameworks



- Academic Performance Rating
- Financial Performance Rating
- Organizational Performance Rating

Annual Review



- Compilation of Performance Ratings
- Compilation of any Notices of Concern or Breach and Intervention Ladder Findings
- Presented to school boards and leaders



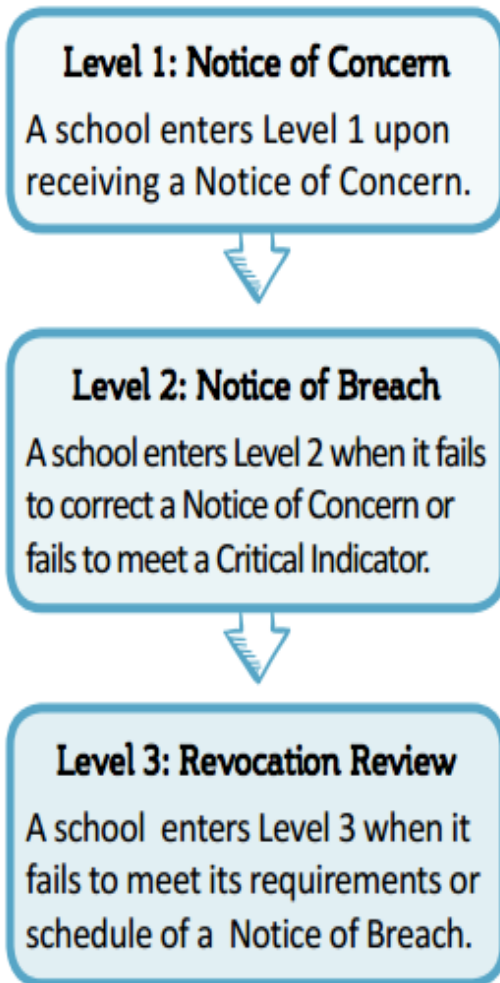
Differentiated Oversight

School Tours vs. Site Visits

School Tours	Site Visits
Policies and Procedures Follow-Up	Policies and Procedures Audit
Informal Classroom Visits	Classroom Visits
Facility Review	Facility Review
School Leader Conversation	School Leader Interview
	Special Education Coordinator Interview
	Board / CMO Interview



Intervention Ladder



- All schools begin in Good Standing.
- A school enters the intervention ladder at Level 1 when it receives a Notice of Concern.
- Certain indicators are Critical Indicators and a school automatically receives a Notice of Breach and enters the intervention ladder at Level 2.
- When a school cures a Notice of Concern or Breach, they return to Good Standing.
- Repeated Notices of Concern or Breach may lead to increased oversight.
- When schools don't cure Notices of Concern or Breach, they proceed to Revocation Review.



Renewal Requirements

Academic Requirements for Initial Renewal

Most Recent Academic Performance Framework Indicator 1 Rating	Additional Evidence Needed	Eligibility for Renewal
Exceeds or Meets Expectations (A - C)	No Additional Evidence Needed	Eligible for Renewal
Approaches Expectations (D)	School Must Demonstrate Evidence of Significant Growth Over Charter Term OR Receives an Exceeds or Meets Expectations on 2/3 Additional Academic Indicators	Eligible for Renewal
Fails to Meet Expectations (F)	No Additional Evidence Needed	Not Eligible for Renewal



Renewal Requirements

Academic Requirements for Subsequent Renewals

Most Recent Academic Performance Framework Indicator 1 Rating	Eligibility for Renewal
Exceeds or Meets Expectations (A - C)	Eligible for Renewal
Approaches Expectations or Fails to Meet Expectations (D - F)	Not Eligible for Renewal

Financial and Organizational Requirements for All Renewals

- Meets or approaches expectations on BOTH the Financial and Organizational Frameworks
- Authorizer Board may grant a waiver based on specific evidence and circumstances.



Renewal Terms

Academic Base Term	Financial & Organizational Additional Years	Potential Term Lengths
Exceeds Expectations (A) 4 Years	1 Additional Year for Meets Expectations in Financial and Organizational Performance	4 – 5 Years
Meets Expectations (B) 4 Years	1 Additional Year for Meets Expectations in Financial and Organizational Performance	4 – 5 Years
Meets Expectations (C) 3 Years	1 Additional Year for Meets Expectations in Financial and Organizational Performance	3 – 4 Years
Approaches Expectations (D) 3 Years	No Additional Years Added	3 Years
Fails to Meet Expectations (F)	Not Eligible For Renewal	



Objective

To provide charter school operators and boards with clear expectations, fact-based oversight, and timely feedback while ensuring charter autonomy.

- Clear standards, timely feedback, maximum transparency
- Objective information for schools, students, and families
- Differentiated oversight including incentives for high-performing charter schools
- Comprehensive information to guide charter renewal determinations