

POLICY TITLE:	Elect to Adopt the Performance Management Framework as Charter Goals
ADOPTION/EFFECTIVE DATE	Adopted: February 25, 2013 Updated: May 19, 2014  Updated: November 17, 2014 Updated: November 16, 2015 Updated: March 20, 2017 Updated: September 18, 2017 Updated: November 19, 2018

### **PURPOSE of This Revision**

This revision to the policy ensures that the language throughout the policy is applicable to adult education programs and establishes renewal and review targets for adult education campuses to adopt the Adult Education Performance Management Framework ("AE PMF") as their charter goals and student academic achievement expectations.

### **ELECT PMF AS GOALS POLICY**

Schools may choose to replace their charter goals and student academic achievement expectations with the Performance Management Framework(s) ("PMF"), as amended over time, for the grade levels they serve. Upon a school's request, the below review and renewal language and improvement clause will be added to its charter as an amendment, which will be approved by DC PCSB's Board. For specific information related to the timing of charter goals amendments, please refer to our [Policy for Charter Amendments and Revised Goals and Academic Achievement Expectations](#).

The goals and student achievement expectations for a DC public charter schools will be updated from those currently detailed in its charter, or subsequently created accountability plans, and replaced with the Early Childhood/Elementary/Middle School ("PK-8"), high school ("HS"), and/or adult education ("AE") PMFs. Any updates to the PMF(s), including changes in state adopted assessments, performance indicators, floors, targets, and formulas, will be automatically updated and accepted by the school without requiring a charter amendment as long as the PMF was updated through a fair and transparent process involving a task force that comprises school leaders, charter advocates, and DC PCSB staff and was officially adopted by DC PCSB's Board of Trustees in a public vote. Charter schools with mission-specific goals, non-academic goals, and/or goals relating to achievement gaps or subgroup performance are encouraged to include these as supplemental goals and academic achievement expectations. These supplemental goals must be measurable and feasible to assess objectively. For adult education ("AE") schools offering career and technical education ("CTE") programs, CTE goals must be included as mission-specific goals.

Upon adoption, the new PMF-based goals will be used to evaluate a school's performance for the years beginning with the year the PMF was formally adopted by the Board for PK-8 and HS. For AE schools, the year that the policy goes into effect is school year ("SY") 2018-19. The Board formally adopted the ES/MS PMF for schools serving grades 3-8, or a subset thereof, (now PK-8) and the HS PMF in SY 2010-11. The Board formally adopted the EC PMF (now included in the PK-8 PMF) and the AE PMF in school year 2013-14.<sup>1</sup>

Through the 2018-19 review cycles, DC PCSB will provide flexibility in the use of the 2014-15 Partnership for Assessment of Readiness for College and Careers ("PARCC") scores in calculating a school's PMF score as indicated below. However, DC PCSB will continue to use the non-PARCC-related PMF measures (e.g., attendance, re-enrollment, SAT, CLASS) as well as prior year DCCAS results to determine school performance during a charter review and renewal.

DC PCSB will not score or tier the PK-8 or HS PMF for the 2014-15 PMF. The school's performance on each measure will be displayed separately without percentages of total points.

### **Fifth-Year Charter Review**

In order for a school serving grades prekindergarten through 12, or any subset thereof, or any adult education school that has adopted the PMF as goals and student academic achievement expectations to be considered as having met its goals and student achievement expectations at its fifth-year charter review, the school's average PMF score for the first four years of operation must be equal to or exceed 40%.

Improvement Provision: In cases where a school has not achieved the above threshold, the DC PCSB Board may, at its discretion, determine that a school has met its goals and student achievement expectations if the School Corporation has demonstrated consistent improvement on overall PMF scores over the four-year period. In exercising its discretion, the DC PCSB Board shall also consider the strength of un-tiered measures.

### **Tenth-Year Charter Review**

In order for a school serving grades prekindergarten through 12, or any subset thereof, or any adult education school that has adopted the PMF as its goals and student academic achievement expectations to be considered as having met its goals and student academic achievement expectations at its tenth-year charter review, the school will need to have earned an average PMF score since the previous five-year review equal to or exceeding 45%.

Improvement Provision: In cases where a school has not achieved the above threshold, the DC PCSB Board may, at its discretion, determine that a school has met its goals and student achievement expectations if the School Corporation has demonstrated consistent improvement on overall PMF scores over the five-year period. In exercising

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<sup>1</sup> While the AE PMF was formally adopted in SY 2014-15, the scoring was not holistic until SY 2018-19, and the Board did not incorporate standards of review and renewal for the AE PMF into the Elect to Adopt the Performance Management Framework as Charter Goals Policy until this revision.

its discretion, the DC PCSB Board shall also consider the strength of un-tiered measures.

### **Charter Renewal and Every Review Thereafter**

In order for a school serving grades prekindergarten through 12, or any subset thereof, or any adult education school that has adopted the PMF as its goals and student academic achievement expectations to be considered as having met its goals and student achievement expectations at its 15-year charter renewal and every review thereafter, the school will need to have earned an average PMF score since the previous review equal to or exceeding 50%.

Improvement Provision: In cases where a school has not achieved the above threshold, the DC PCSB Board may, at its discretion, determine that a school has met its goals and student achievement expectations if the School Corporation has demonstrated consistent improvement on overall PMF scores over the five-year period. In exercising its discretion, the DC PCSB Board shall also consider the strength of un-tiered measures.

If there is a conflict between the terms in the Hold Harmless section and existing charter agreements, the existing charter agreement terms will supersede the Hold Harmless section of the Elect the PMF as Goals Policy.

### *Tier 3 PMF Results*

As stated in the annually released PMF Policy & Technical Guide, a school with a Tier 3 PMF result that meets one or more of the below criteria may be subject to a high-stakes review to determine whether the school's charter should be revoked pursuant to the School Reform Act (SRA).

- PK-8, HS, or AE PMF score of 20.0% or lower in the most recent year.
- PK-8, HS, or AE PMF score that is a 5.0% decrease or greater within Tier 3 from one year to the next.
- AE PMF score in SY 2014-15 – SY 2017-18 in which the school earns an N/A or 35.0% or less of the possible points in three or more indicators.
- Any school performing in Tier 3 for any three of the previous five years.

### *Additional Review Outside of 5-year Cycle*

DC PCSB may, as permitted by law,<sup>2</sup> elect at any time to conduct an “out-of-cycle” review – that is, outside of the reviews that occur every five years. Out-of-cycle reviews may be due to a school's Tier 3 status, or because a school is identified as low-performing by the Office of the State Superintendent of Education (“OSSE”) under ESSA, or for other reasons of poor performance or non-compliance. When conducting such a review, DC PCSB will use the last five years of the school's data to determine if the school is meeting its charter goals

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<sup>2</sup> D.C. Official Code § 38-1802.12(a)(3) states that “An eligible chartering authority that grants or renews a charter...shall review the charter at least once every 5 years...” Thus, DC PCSB may review a charter more than once within a 5-year cycle.

under this policy. If a school is reviewed out-of-cycle, DC PCSB will evaluate the school according to the most recent review standard. For example, if a school is in its 7<sup>th</sup> year of operation, DC PCSB would conduct a review using the previous five years of data to determine if it is meeting the five-year review standard. If a school is in its 12<sup>th</sup> year of operation, DC PCSB would conduct a review using the previous five years of data to determine if it is meeting the ten-year review standard. These reviews will be in addition to, not in place of, a high stakes review conducted every five years.

### *New Campuses of Existing LEAs/Campuses with Multiple PMF Frameworks*

If existing LEAs open new campuses between charter review cycles, their new campuses must have at least two years of PMF scores prior to the next review to be evaluated on their student academic achievement expectations.

In the case that new campuses have three years of PMF scores, new campuses will be evaluated based on the LEA's standard for review. For example, if a 10-year old LEA has a new campus that has three years of PMF scores, that new campus will have to meet the 10-year review standard. New campuses with only one year of a PMF score will not have their score included in the upcoming review. At charter review or charter renewal, continuance or closure/revocation decisions applied to the LEA's existing campuses will also be applied to the new campus whose scores were not included in the review or renewal analysis because only one score was available.

In the case that new campuses or a campus with a new framework (such as a middle school that is growing to grade 12) only has two years of PMF scores prior to the next review, those new campuses or the newest grades that use a different PMF framework (in the case of expanding schools) will be held to the 5-year review standard.<sup>3</sup> At the following review, the new campuses and new frameworks would have to meet the LEA's standard for review. For example, if a 10-year old charter middle school grows to serve through grade 12, and only has two high school PMF scores at the time of its 10-year review, DC PCSB would evaluate grades 6 through 8 using the 10-year review standard, and grades 9 through 11 using the 5-year review standard. At the LEA's 15-year charter renewal, all grades would be held to the 15-year charter renewal standard.

### *Grandfather Clauses*

#### *PK-8 Schools Undergoing Review or Renewal in SY 2017-18 and SY 2018-19*

For campuses that transitioned to a new PMF after SY 2013-14 (those that were previously on the Early Childhood PMF framework and are now on the PK-8 PMF framework) that are undergoing review or renewal in SY 2017-18 or SY 2018-19, the campuses' standard for review or renewal is as follows:

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In order to be deemed as having fully met<sup>4</sup> the charter goals and academic achievement expectations, the campus will need to have:

- Met all Early Childhood PMF floors in SY 2013-14; and
- Obtained an average score of 40% of the possible PMF points for SY 2015-16, SY 2016-17, and SY 2017-18 (for SY 2018-19 reviews and renewals) for five-year review schools; OR
- Obtained an average score of 45% of the possible PMF points for SY 2015-16, SY 2016-17, and SY 2017-18 (for SY 2018-19 reviews and renewals) for ten-year review schools; OR
- Obtained an average score of 50% of the possible PMF points for SY 2015-16, SY 2016-17, and SY 2017-18 (for SY 2018-19 reviews and renewals) for fifteen-year charter renewal schools and all subsequent reviews/renewals.
- SY 2012-13 Early Childhood PMF pilot and SY 2012-13 Accountability Plan results will be displayed but not included in the analysis of whether or not schools met their charter goals and academic achievement expectations.

#### *Adult Schools That Have Previously Adopted PMF Measures as Goals*

Three adult education schools have previously adopted a version of the PMF as their charter goals prior to SY 2018-19: Academy of Hope Public Charter School (PCS), Community College Preparatory Academy PCS, and LAYC Career Academy PCS. For these schools only, the relevant grandfather clause may apply for their next review, upon the school's adoption of this policy update into its charter agreement.

- An AE school that has previously adopted the PMF as Goals undergoing a five-year review during SY 2018-19<sup>5</sup>:
  - At its fifth-year charter review the campus will need to have earned at least 40% of the weighted scores in three out of four categories (previously named indicators) on the AE PMF (Student Progress, Student Achievement, College and Career Readiness, and Leading Indicators) for all but one of the following school years: SY 2014-15, 2015-16, 2016-17, and 2017-18.<sup>6</sup>
  - Improvement Provision: In cases where a school has not achieved the above threshold, the DC PCSB Board may, at its discretion,

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<sup>4</sup> DC PCSB will determine a school to have substantially met its goals if it meets the PMF percentage average for its review cycle but missed no more than a quarter of its EC PMF floors in SY 2013-14. DC PCSB will determine a school to have partially met its goals if it meets the PMF percentage average for its review cycle but missed no more than half of its EC PMF floors in SY 2013-14.

<sup>5</sup> Academy of Hope PCS is in year five of operation in SY 2018-19.

<sup>6</sup> This is substantially the same standard for review used to evaluate Community College Preparatory Academy PCS in its fifth-year review, the school having adopted the PMF as its charter goals.

determine that a school has met its goals and student achievement expectations if the campus has demonstrated consistent improvement on overall PMF scores over the four-year period. In exercising its discretion, the DC PCSB Board shall also consider the strength of un-tiered measures.

- An AE school that has previously adopted the PMF as Goals undergoing a ten-year charter review in SY 2021-22 or 2022-23<sup>7</sup>:
  - At its tenth-year charter review the campus will need to have earned:
    - At least 50% of the weighted score in three out of four categories (previously named indicators) on the AE PMF (Student Progress, Student Achievement, College and Career Readiness, and Leading Indicators) and at least 45% of the weighted score in the remaining category for each relevant school year: SY 2016-17 and 2017-18, or just SY 2017-18.
    - The school will need to have earned an average AE PMF score equal to or exceeding 45% for all SYs after and including 2018-19.
    - Improvement Provision: In cases where a school has not achieved the above threshold, the DC PCSB Board may, at its discretion, determine that a school has met its goals and student achievement expectations if the campus has demonstrated consistent improvement on overall PMF scores over the five-year period. In exercising its discretion, the DC PCSB Board shall also consider the strength of un-tiered measures.
- All AE schools that have previously adopted the PMF as Goals are captured above. There is no AE school that has previously adopted the PMF as Goals undergoing renewal or a subsequent review within the next five years.
- AE schools that did not adopt the PMF as Goals prior to SY 2018-19 that wish to adopt the PMF as Goals in the future will adopt the following language for a review cycle that includes any school year between 2014-15 and 2017-18, inclusive:
  - For each relevant school year 2014-15, 2015-16, 2016-17, and 2017-18, the school must meet the goals and student academic achievement expectations as agreed to in its Charter Agreement. For school years 2018-19 and beyond, the school must meet the standard consistent with that review period (i.e., 10-year review, renewal, or and subsequent reviews) as contained in this policy. The improvement provision will be included.

Board Approval Acknowledged by:

  
Rick Cruz  
DC PCSB Board Chair

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<sup>7</sup> LAYC Career Academy PCS may undergo a ten-year review in SY 2021-22 and Community College Preparatory Academy PCS may undergo a ten-year review in SY 2022-23.