



Revisions to the PK – 12 Elect to Adopt the Performance Management Framework as Goals Policy

Fall 2016

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Elect to Adopt the Performance Management Framework as Goals Policy

- 61 early childhood – high school campuses across 38 LEAs use the PMF as their charter goals and student academic achievement expectations.
- **Rationale for the revisions:**
 - Current targets are confusing and put more emphasis on the last three years of performance rather than the full five-year period of the charter review.
 - More flexibility in innovation is given to schools because they no longer have to hit specific scores in specific years. The current annual targets are unforgiving.



Elect to Adopt the Performance Management Framework as Goals Policy

DC PCSB Staff recommend changes to the Elect to Adopt the Performance Management Framework (PMF) as Goals Policy.

These changes require schools to obtain an **average** PMF score for the previous five years at each charter review, and at charter renewal.

- 40% at five-year review
- 45% at ten-year review
- 50% at fifteen-year renewal and subsequent reviews



Standard for Five-Year Review

Current Policy

The school will need to have earned at least 40% of the possible PMF points in at least two of the most recent three years (two of the most recent four years from the 2014-15 review cycle through the 2017-2018 review cycle)

Proposed Policy

The school's average PMF score for the first four years must be equal to or exceeding 40%.



Sample 5-Year Review Passing Score with Current Policy

Year	1	2	3	4
Score	38	40	38	40

Sample 5-Year Review Passing Score with Proposed Policy

Year	1	2	3	4	Average
Score	38	42	39	41	40



Standard for Ten-Year Review

Current Policy

The school will need to have earned at least 50% of the possible PMF points in two of the most recent three years (two of the most recent four years from the 2014-15 review cycle through the 2017-18 review cycle); and earned at least 45% in any four of the previous five years (except SY2014-15, when it is held harmless).

Proposed Policy

The school will need to have earned an average PMF score over the years since the previous review equal to or exceeding 45%.



Sample 10-Year Review Passing Score with Current Policy

Year	1	2	3	4	5
Score	35	46	50	49	50

Sample 10-Year Review Passing Score with Proposed Policy

Year	1	2	3	4	5	Average
Score	43	37	50	50	45	45



Standard for 15-Year Renewal and Beyond

Current Policy

The school will need to have earned at least 55% of the possible PMF points in two of the most recent three years (two of the most recent four years from the **2014-15** review cycle through the 2017-18 review cycle); and earned at least 45% in four of the previous five years (except SY2014-15, when it is held harmless).

Proposed Policy

The school will need to have earned an average PMF score over the years since the previous review equal to or exceeding 50%.



Sample 15-Year Renewal and Beyond Passing Score with Current Policy

Year	1	2	3	4	5
Score	46	52	55	49	55

Sample 15-Year Renewal and Beyond Passing Score with Proposed Policy

Year	1	2	3	4	5	Average
Score	56	55	52	44	45	50



Improvement Provision

The Elect to Adopt the PMF as Goals Policy will still include the 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's scores over the five-year period. In exercising its discretion, the DC PCSB Board shall also consider the strength of un-tiered measures, including mission-specific goal(s).



New Campuses of Existing LEAs

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





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Current and Proposed Standard for the Elect to Adopt the PMF as Goals Policy

Review or Renewal Year	Current Standard for PK-8 and High School	Proposed Change for PK-8 and High School
Five-Year Review	The school will need to have earned at least 40% of the possible PMF points in at least two of the most recent three years (two of the most recent four years from the 2014-15 review cycle through the 2017-2018 review cycle)	The school's average PMF score for the first four years must be equal to or exceeding 40%.
Ten-Year Review	The school will need to have earned at least 50% of the possible PMF points in two of the most recent three years (two of the most recent four years from the 2014-15 review cycle through the 2017-18 review cycle); and earned at least 45% in any four of the previous five years (except SY2014-15, when it is held harmless).	The school will need to have earned an average PMF score over the years since the previous review equal to or exceeding 45%.
Fifteen-Year Renewal and all subsequent reviews/ renewals	The school will need to have earned at least 55% of the possible PMF points in two of the most recent three years (two of the most recent four years from the 2014-15 review cycle through the 2017-18 review cycle); and earned at least 45% in four of the previous five years (except SY2014-15, when it is held harmless).	The school will need to have earned an average PMF score over the years since the previous review equal to or exceeding 50%.



Additional Review Outside of 5-year Cycle

DC PCSB may, as permitted by law, elect at any time to conduct an “out-of-cycle” review (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 (poor performance or non-compliance).

When conducting such a review, DC PCSB will do so using the last five years of the school’s data to determine if it is meeting the appropriate standards.

For example, if a school is in its 7th 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 12th 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.

