Performance Frameworks

APS Charter Schools

Provides an overview of the academic, financial and organizational frameworks that are part of the charter school contract with APS

March 2016

Introduction

About the Atlanta Public Schools Performance Framework

The Atlanta Public Schools Office of Innovation, in collaboration with the National Association of Charter School Authorizers, developed the comprehensive Performance Framework to ensure that each and every Atlanta charter school is serving students with a high-quality public education. The Performance Framework sets the academic, organizational and fiscal standards by which Atlanta public charter schools will be evaluated, informing both Atlanta Public Schools and individual school officials about school performance and sustainability.

By utilizing the Performance Framework throughout the charter school's life cycle, Atlanta Public Schools officials will expand the rigorous standards and metrics by which each and every public charter school is evaluated. This will enable Atlanta Public Schools officials to take multiple factors into account when evaluating public charter schools across the district.

Section I. Academic Performance

Indicators and Measures:

- 1. Student Progress Over Time
- a. Student Annual Growth
- b. Subgroup Annual Growth
- 2. Student Achievement
- a. Overall Proficiency on State Exams
- b. Similar Schools Comparison
- c. Demographic Subgroups Proficiency
- 3. State and Federal Accountability Systems
- a. Overall Acceptable Standards
- b. Student and Subgroups Performance
- 4. Post-Secondary Readiness
- a. ACT, SAT, and PSAT Performance and Participation
- b. High School Graduation
- c. Post-Secondary School Enrollment
- d. Post-Secondary Preparedness
- 5. School-Defined Academic Goals

1. STUDENT PROGRESS OVER TIME

1.a. Based on State Growth Percentile analysis, are students making sufficient annual growth in reading, math, ELA, science, and social studies?

Exceeds Standard

Students in the school are making far above average growth compared with state and district schools.

Meets Standard

Students in the school are making average or above average growth compared with state and district schools.

Open Standard Open Standard

Students in the school are making below average growth compared with state and district schools.

G Falls Far Below Standard

Students in the school are making far below average growth compared with state and district schools.

1.b. Based on State Growth Percentile analysis, are subgroups making sufficient annual growth?

Note: Subgroup is Free and Reduced Lunch "FRL"

Exceeds Standard

Subgroups in the school are making far above average growth compared with subgroups in state and district schools.

Meets Standard

Subgroups in the school are making average or above average growth compared with subgroups in state and district schools.

O Does Not Meet Standard

Subgroups in the school are making below average growth compared with subgroups in state and district schools.

G Falls Far Below Standard

Subgroups in the school are making far below average growth compared with subgroups in state and district schools.

2. STUDENT ACHIEVEMENT

2.a. Are students achieving proficiency on state examinations in reading, math, ELA, science, and social studies?

Exceeds Standard

School's average proficiency rate on CRCT/EOCT subject assessments falls in the top 10% of schools statewide.

Meets Standard

School's average proficiency rate on CRCT/EOCT subject assessments exceeds the statewide average student performance of students in the same grades but falls below the top 10% of schools statewide.

Open Standard Open Standard

School's average proficiency rate on CRCT/EOCT subject assessments is equal to or less than the statewide average student performance of students in the same grades, but is above the lowest 20% of schools statewide.

Falls Far Below Standard

School's average proficiency rate on CRCT/EOCT subject assessments is in the lowest 20% of schools statewide.

2.b. Are students performing well on state examinations in reading, math, ELA, science, and social studies, in comparison to similar schools in the State?

Exceeds Standard

School's average proficiency rate exceeds the average proficiency rates of similar GA schools for the same grades by 10 or more percentage points or is 95% or greater.

Meets Standard

School's average proficiency rate exceeds the average student performance of students in similar GA schools in the same grades by up to 10 percentage points or is 90% or greater.

O Does Not Meet Standard

School's average proficiency rate is equal to or up to 10 percentage points less than the average student performance of students in similar GA schools in the same grades.

G Falls Far Below Standard

School's average proficiency rate is less than the average student performance of students in similar GA schools in the same grades by 10 or more percentage points.

2.c. Are students in subgroups performing well on state examinations in reading, math, ELA, science, and social studies, in comparison to the district?

Exceeds Standard

School's average proficiency rate exceeds the average proficiency rates of district schools for the same grades by 10 or more percentage points or is 90% greater.

Meets Standard

School's average proficiency rate exceeds the average student performance of students in district schools in the same grades by up to 10 percentage points or is 90% greater.

Open Standard Open Standard

School's average proficiency rate is equal to or up to 10 percentage points less than the average student performance of students in district schools in the same grades.

G Falls Far Below Standard

School's average proficiency rate is less than the average student performance of students in district schools in the same grades by 10 or more percentage points.

2.d Are students in subgroups achieving proficiency on state examinations in reading, math, ELA, science, and social studies, in comparison to similar schools in the state?

Note: Subgroup is Free and Reduced Lunch (FRL). These data were unavailable for 2012-2013 school year, at

Exceeds Standard

the time of calculation.

School's average subgroup proficiency rates on CRCT/EOCT subject assessments fall in the top 10% of schools state-wide.

Meets Standard

School's average subgroup proficiency rates on CRCT/EOCT subject assessments exceed the statewide average student performance of students in the same grades, but fall below the top 10% of schools state-wide.

G Does Not Meet Standard

School's average subgroup proficiency rates on CRCT/EOCT subject assessments are equal to or less than the statewide average student performance of students in the same grades but are above the lowest 20% of schools state-wide.

G Falls Far Below Standard

School's average subgroup proficiency rates on CRCT/EOCT subject assessments are in the lowest 20% of schools state-wide.

3. STATE AND FEDERAL ACCOUNTABILITY SYSTEMS

3.a. Is the school meeting acceptable standards according to the GADOE?

Exceeds Standard

College & Career Readiness Performance Index (CCRPI) is 15 or more CCRPI points than the district

Meets Standard

College & Career Readiness Performance Index (CCRPI) is less than 15CCRPI points higher than the district but at or above the district rating.

Open Standard Open Standard

College & Career Readiness Performance Index (CCRPI) is below the district rating by less than 5 CCRPI points.

G Falls Far Below Standard

College & Career Readiness Performance Index (CCRPI) is below the district rating by more than 5 CCRPI points.

3.b. Is the school meeting acceptable standards according to the GADOE when compared to GA?

Exceeds Standard

College & Career Readiness Performance Index (CCRPI) is 15 or more CCRPI points than the State.

Meets Standard

College & Career Readiness Performance Index (CCRPI) is less than 15 CCRPI points higher than the district but at or above the State rating.

O Does Not Meet Standard

College & Career Readiness Performance Index (CCRPI) is below the State rating by less than 5 CCRPI points.

G Falls Far Below Standard

College & Career Readiness Performance Index (CCRPI) is below the State rating by more than 5 CCRPI points.

4. POST-SECONDARY READINESS

(REQUIRED ONLY FOR HIGH SCHOOL)

Not applicable to current high schools. 2014-2015 is first charter graduating class under current framework.

4.a.1. Does students' performance on the ACT, SAT, or PSAT reflect college readiness?

G Exceeds Standard

More than 50% of students score a composite ACT score of 21 or a combined SAT score of 1550, OR above 35% score a composite PSAT score of 145 as sophomores.

Meets Standard

Between 35 and 49% of students score a composite ACT score of 21 or combined SAT score of 1550, OR between 25 and 34% score a composite PSAT score of 145 as sophomores.

Open Not Meet Standard

Between 21 and 34% of students score a composite ACT score of 21 or combined SAT score of 1550, OR between 15 and 25% score a composite PSAT score of 145 as sophomores.

G Falls Far Below Standard

Less than 21% of students score a composite ACT score of 21 or combined SAT score of 1550, OR less than 15% score a composite PSAT score of 145 as sophomores.

4.a.2. Are students participating in the SAT or ACT?

Exceeds Standard

More than 75% of students participated in the ACT or SAT.

Meets Standard

50 to 75% of students participated in the ACT or SAT.

O Does Not Meet Standard

31 to 49% of students participated in the ACT or SAT.

G Falls Far Below Standard

Less than 30% of students participated in the ACT or $_{\mbox{\scriptsize SAT}}$

4.b.1. Are students graduating from high school?

Exceeds Standard

At least 90% of students graduated from high school in the current school year.

Meets Standard

80.8% to 89% of students graduated from high school in the current school year.

O Does Not Meet Standard

70% to 80.7% of students graduated from high school in the current school year.

G Falls Far Below Standard

Less than 70% of students graduated from high school in the current school year.

4.b.2. Are students in NCLB subgroups graduating from high school?

Exceeds Standard

At least 90% of students in each NCLB subgroup graduated from high school in the current school year.

Meets Standard

80.8% to 89% of students in each NCLB subgroup graduated from high school in the current school year.

O Does Not Meet Standard

70% to 80.7% of students in each NCLB subgroup graduated from high school in the current school year.

G Falls Far Below Standard

Less than 70% of students in each NCLB subgroup graduated from high school in the current school year.

4.c. Are high school graduates enrolled in postsecondary institutions in the fall following graduation?

Exceeds Standards

Over 90% of high school graduates enrolled in postsecondary institutions in the fall following graduation.

Meets Standard

70% to 89% of high school graduates enrolled in post-secondary institutions in the fall following graduation.

Open Standard Open Standard

50% to 69% of high school graduates enrolled in postsecondary institutions in the fall following graduation.

G Falls Far Below Standard

Less than 50% of high school graduates enrolled in postsecondary institutions in the fall following graduation.

4.d Are high school graduates adequately prepared for post-secondary academic success?

Exceeds Standard

School remediation rate for graduates attending postsecondary institutions was lower than 5%, or 10 percentage points, or below the statewide remediation rate.

Meets Standard

School remediation rate for graduates attending postsecondary institutions was lower than 10% or less than the statewide remediation rate by up to 10 percentage points.

G Does Not Meet Standard

School remediation rate for graduates attending postsecondary institutions was equal to or up to 10 percentage points above the statewide remediation rate.

G Falls Far Below Standard

School remediation rate for graduates attending postsecondary institutions was 10 percentage points or more above the statewide remediation rate.

Section II: Financial

Performance

Indicators and Measures:

- 1. Near Term Indicators
- a. Current Ratio
- b. Unrestricted Days Cash
 c. Enrollment Variance
- d. Default
- 2. Sustainability Indicators
- a. Total Margin
- b. Debt to Asset Ratio
- c. Cash Flow
- d. Debt Service Coverage Ratio

1. NEAR TERM INDICATORS

1.a. Current Ratio: (Working Capital Ratio): Current Assets divided by Current Liabilities Note: For schools in their first or second year of operation, the Current Ration must be greater than 1.1.

Meets Standard

- Current Ratio is greater than 1.1, OR
- Current Ratio is between 1.0 and 1.1 and one-year trend is positive (current year ratio is higher than last year's)

Open Not Meet Standard

- Current Ratio is between 0.9 and 1.1, OR
- Current Ratio is between 1.0 and 1.1 and one-year trend is negative

G Falls Far Below Standard

Current ratio is less than 0.9

1.b. Unrestricted Days Cash: *Unrestricted Cash divided by (Total Expenses/365)*

Note: For schools in their first or second year of operation, they must have a minimum of 30 days cash.

Meets Standard

- 60 Days Cash, OR
- Between 30 and 60 Days Cash and one-year trend is positive

O Does Not Meet Standard

- Days Cash is between 15 and 30 days, OR
- Days Cash is between 30 and 60 days and one-year trend is negative

Falls Far Below Standard

Fewer than 15 Days Cash

1.c. Enrollment Variance: Actual Enrollment divided by Enrollment Projection in Board-Approved Budget

Note: For school in their first or second year of operation, Enrollment Variance must be equal to or exceed 95% for each year of operation.

Meets Standard

Enrollment Variance equals or exceeds 95% in the most recent year and equals or exceeds 95% over each of the last three years

O Does Not Meet Standard

- Enrollment Variance is between 85% and 95% in the most recent year, OR
- Enrollment Variance is 95% or greater in the most recent year but does not equal or exceed 95% each of the last three years

G Falls Far Below Standard

Enrollment Variance is less than 85% in the most recent year

1.d. Default

Ameets Standard

School is not in default of loan covenant(s) and/or is not delinquent with debt service payments

G Falls Far Below Standard

School is in default of loan covenant(s) and/or is delinquent with debt service payments

SUSTAINABILITY INDICATORS

2.a. Total Margin: Net Income divided by Total Revenue and Aggregated Total Margin: Total 3 Year Net Income divided by Total 3 Year Revenues Note: For schools in their first or second year of operation, the annual Total Margin must be positive.

Meets Standard

- Aggregated Three-Year Total Margin is positive and the most recent year Total Margin is positive, OR
- Aggregated Three-Year Total Margin is greater than 1.5%, the trend is positive for the last two years, and the most recent year Total Margin is positive

O Does Not Meet Standard

Aggregated Three-Year Total Margin is greater than - 1.5%, but trend do not meet standard

G Falls Far Below Standard

- \bullet Aggregated Three-Year Total Margin is less than -1.5%, OR
- Current year Total Margin is less than -10%

2.b. Debt to Asset Ratio: Total Liabilities divided by Total Assets

★ Meets Standard
Debt to Asset Ratio is less than 0.90

Open Not Meet Standard

Debt to Asset Ratio is between 0.90 and 1.0

G Falls Far Below Standard

Debt to Asset Ratio is greater than 1.0

2.c. Cash Flow

Note: Schools in their first or second year of operation must have positive Cash Flow.

Meets Standard (in one of two ways)

- Three-Year Cumulative Cash Flow is positive and Cash Flow is positive each year, OR
- Three-Year Cumulative Cash Flow is positive, Cash Flow is positive in two of three years, and Cash Flow in the most recent year is positive

O Does Not Meet Standard

Three-Year Cumulative Cash Flow is positive, but trend does not meet standard

G Falls Far Below Standard

Three-Year Cumulative Cash Flow is negative

2.d. Debt Service Coverage Ratio: (Net Income + Depreciation + Interest Expense)/(Principal and Interest Payments)

Meets Standard

Debt Service Coverage Ratio is equal to or exceeds 1.10

Open Standard Open Standard

Debt Service Coverage Ratio is less than 1.10

Section III: Organizational

Performance

Indicators and Measures:

- 1. Education Program
- a. Charter Terms
- b. Compliance with Education Requirements
- c. Students with Disabilities Rights
- d. English Language Learner Rights
- 2. Financial Management and Oversight
- a. Financial Reporting and Compliance Reporting
- b. Generally Accepted Accounting Principles
- 3. Governance and Reporting
- a. Governance Requirements
- b. Accountability of Management
- c. Reporting Requirements
- 4. Students and Employees
- a. Rights of Students
- b. Attendance
- c. Credentialing
- d. Employment Rights
- e. Background Checks
- 5. School Environment
- a. Facilities and Transportation
- b. Health and Safety
- c. Information Handling
- 6. Additional Obligations

1. EDUCATION PROGRAM

1.a. Is the school implementing the essential terms of the education program as defined in the current charter agreement?

Meets Standard

The school implemented the essential terms of the education program in all material respects. The education program in operation reflects the essential terms as defined in the charter agreement.

O Does Not Meet Standard

The school has failed to implement the program in the manner described above; the failure(s) were material, and the board has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance to the satisfaction of the authorizer.

G Falls Far Below Standard

The school failed to implement the program in the manner described above; the failure(s) were material and significant to the viability of the school, or regardless of the severity of the failure(s), the board has not instituted remedies that have resulted in prompt and sufficient movement toward compliance to the satisfaction of the authorizer.

1.b. Is the school complying with applicable education requirements?

Meets Standard

The school materially complies with applicable laws, rules, regulations, and provisions of the charter agreement relating to education requirements, including but not limited to:

- Instructional days or minutes requirements
- Graduation and promotion requirements
- Content standards, including Common Core
- State assessments
- Implementation of mandated programming as a result of state or federal funding

Open Not Meet Standard

The school has failed to implement the program in the manner described above; the failure(s) were material, and the board has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance to the satisfaction of the authorizer.

G Falls Far Below Standard

The school failed to implement the program in the manner described above; the failure(s) were material and significant to the viability of the school, or regardless of the severity of the failure(s), the board has not instituted remedies that have resulted in prompt and sufficient movement toward compliance to the satisfaction of the authorizer.

1.c. Is the school protecting the rights of students with disabilities?

Meets Standard

Consistent with the school's status and responsibilities as a school in a district LEA, the school materially complies with applicable laws, rules, regulations, and provisions of the charter agreement (including the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act) relating to the treatment of students with identified disabilities and those suspected of having a disability, including but not limited to:

- Equitable access and opportunity to enroll
- Identification and referral
- Appropriate development and implementation of Individualized Education Plans and Section 504 plan
- Operational compliance, including provision of services in the least restrictive environment and appropriate inclusion in the school's academic program, assessments, and extracurricular activities
- Discipline, including due process protections, manifestation determinations, and behavioral intervention plans
- Appropriately carrying out student Individualized Education Plans and Section 504 plans
- Access to the school's facility and program to students in a lawful manner and consistent with students' IEPs or Section 504 plans
- Appropriate use of all available, applicable funding

O Does Not Meet Standard

The school has failed to implement the program in the manner described above; the failure(s) were material, and the board has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance to the satisfaction of the authorizer.

G Falls Far Below Standard

1.d. Is the school protecting the rights of English Language Learner (ELL) students?

Meets Standard

The school materially complies with applicable laws, rules, regulations, and provisions of the charter agreement (including Title III of the Elementary and Secondary Education Act (ESEA) and US Department of Education authorities) relating to English Language Learner requirements, including but not limited to:

- Equitable access and opportunity to enroll
- Required policies related to the service of ELL students
- Compliance with native language communication requirements
- Proper steps for identification of students in need of ELL services
- Appropriate and equitable delivery of services to identified students
- Appropriate accommodations on assessments
- Exiting of students from ELL services
- Ongoing monitoring of exited students

Open Standard Open Standard

The school has failed to implement the program in the manner described above; the failure(s) were material, and the board has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance to the satisfaction of the authorizer.

G Falls Far Below Standard

2. FINANCIAL MANAGEMENT AND OVERSIGHT

2.a. Is the school meeting financial reporting and compliance requirements?

Meets Standard

The school materially complies with applicable laws, rules, regulations and provisions of the charter agreement relating to financial reporting requirements, including but not limited to:

- Complete and on-time submission of financial reports, including annual budget, revised budgets (if applicable), periodic financial reports as required by the authorizer, and any reporting requirements if the board contracts with an education service provider
- On-time submission and completion of the annual independent audit and corrective action plans, if applicable
- All reporting requirements related to the use of public funds

Open Standard Open Standard

The school has failed to implement the program in the manner described above; the failure(s) were material, and the board has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance to the satisfaction of the authorizer.

G Falls Far Below Standard

The school failed to implement the program in the manner described above; the failure(s) were material and significant to the viability of the school, or regardless of the severity of the failure(s), the board has not instituted remedies that have resulted in prompt and sufficient movement toward compliance to the satisfaction of the authorizer.

2.b. Is the school following Generally Accepted Accounting Principles?

Meets Standard

The school materially complies with applicable laws, rules, regulations and provisions of the charter agreement relating to financial management and oversight expectations as evidenced by an annual independent audit, including but not limited to:

- An unqualified audit opinion
- An audit devoid of significant findings and conditions, material weaknesses, or significant internal control weaknesses
- An audit that does not include a going concern disclosure in the notes or an explanatory paragraph within the audit report

O Does Not Meet Standard

The school has failed to implement the program in the manner described above; the failure(s) were material, and the board has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance to the satisfaction of the authorizer.

G Falls Far Below Standard

3. GOVERNANCE AND REPORTING

3.a. Is the school complying with governance requirements?

Meets Standard

The school materially complies with applicable laws, rules, regulations and provisions of the charter agreement relating to governance by its board including but not limited to:

- Board policies, including those related to oversight of an education service provider, if applicable
- Board by laws
- State open meetings law
- Code of ethics
- Conflicts of interest
- Board composition and/or membership rules (e.g. requisite number of qualified teachers; ban on employees or contractors serving on the board, etc.)
- Compensation for attendance at meetings

Open Standard Open Standard

The school has failed to implement the program in the manner described above; the failure(s) were material, and the board has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance to the satisfaction of the authorizer.

G Falls Far Below Standard

The school failed to implement the program in the manner described above; the failure(s) were material and significant to the viability of the school, or regardless of the severity of the failure(s), the board has not instituted remedies that have resulted in prompt and sufficient movement toward compliance to the satisfaction of the authorizer.

3.b. Is the Board holding management accountable?

Meets Standard

The school materially complies with applicable laws, rules, regulations and provisions of the charter agreement relating to oversight of school management, including but not limited to:

- (For Education Service Providers) maintaining authority over management, holding it accountable for performance as agreed under a written performance agreement, and requiring annual financial reports of the education service provider
- (For Others) oversight of management that includes holding it accountable for performance expectations which may or may not be agreed to under a written performance agreement

O Does Not Meet Standard

The school has failed to implement the program in the manner described above; the failure(s) were material, and the board has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance to the satisfaction of the authorizer.

G Falls Far Below Standard

3.c. Is the school complying with reporting requirements?

Meets Standard

The school materially complies with applicable laws, rules, regulations and provisions of the charter agreement relating to relevant reporting requirements to the school's authorizer, state education agency, district education department, and/or federal authorities, including but not limited to:

- Accountability tracking
- Attendance and enrollment reporting
- Sunshine laws, open records requirements

Open Standard Open Standard

The school has failed to implement the program in the manner described above; the failure(s) were material, and the board has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance to the satisfaction of the authorizer.

G Falls Far Below Standard

4. STUDENTS AND EMPLOYEES

4.a. Is the school protecting the rights of all students?

Meets Standard

The school materially complies with applicable laws, rules, regulations, and provisions of the charter agreement relating to the rights of students, including but not limited to:

- Policies and practices related to admissions, lottery, waiting lists, fair and open recruitment, and enrollment (including rights to enroll or maintain enrollment)
- The collection and protection of student information (that could be used in discriminatory ways or otherwise contrary to law)
- Due process protections, privacy, civil rights and student liberties requirements, including 1st Amendment protections and the Establishment Clause restrictions prohibiting public schools from engaging in religious instruction
- Conduct of discipline (discipline hearings and suspension and expulsion policies and practices. *Note:*

Proper handling of discipline processes for students with disabilities is addressed more specifically in Section 1.c)

O Does Not Meet Standard

The school has failed to implement the program in the manner described above; the failure(s) were material, and the board has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance to the satisfaction of the authorizer.

G Falls Far Below Standard

The school failed to implement the program in the manner described above; the failure(s) were material and significant to the viability of the school, or regardless of the severity of the failure(s), the board has not instituted remedies that have resulted in prompt and sufficient movement toward compliance to the satisfaction of the authorizer.

4.b. Is the school meeting attendance goals?

Meets Standard

The school materially complies with applicable laws, rules, regulations, and provisions of the charter agreement relating to attendance goals.

O Does Not Meet Standard

The school failed to meet the school wide attendance goals in the manner described above.

G Falls Far Below Standard

The school failed to meet the school wide attendance goals in the manner described above and its attendance rates were more than 10 percentage points below the state's attendance rates.

4.c. Is the school meeting teacher and other staff credentialing requirements?

Meets Standard

The school materially complies with applicable laws, rules, regulations, and provisions of the charter agreement (including the federal Highly Qualified Teacher and Paraprofessional requirements within Title II of the ESEA) relating to state certification requirements.

O Does Not Meet Standard

The school has failed to implement the program in the manner described above; the failure(s) were material, and the board has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance to the satisfaction of the authorizer

G Falls Far Below Standard

The school failed to implement the program in the manner described above; the failure(s) were material and significant to the viability of the school, or regardless of the severity of the failure(s), the board has not instituted remedies that have resulted in prompt and sufficient movement toward compliance to the satisfaction of the authorizer. Section III: Organizational Performance 21 Atlanta Public Schools: Performance Frameworks

4.d. Is the school respecting employee rights?

Ameets Standard

The school materially complies with applicable laws, rules, regulations and provisions of the charter agreement relating to employment considerations, including those relating to the Family Medical Leave Act, the Americans with Disabilities Act and employment contracts. The school does not interfere with employees' rights to organize collectively or otherwise violate staff collective bargaining rights.

O Does Not Meet Standard

The school has failed to implement the program in the manner described above; the failure(s) were material, and the board has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance to the satisfaction of the authorizer.

G Falls Far Below Standard

4.e. Is the school completing required background checks?

Meets Standard

The school materially complies with applicable laws, rules, regulations, and provisions of the charter agreement relating to background checks of all applicable individuals (including staff and members of the charter community, where applicable).

Open Standard Open Standard

The school has failed to implement the program in the manner described above; the failure(s) were material, and the board has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance to the satisfaction of the authorizer.

G Falls Far Below Standard

5. SCHOOL ENVIRONMENT

5.a. Is the school complying with facilities and transportation requirements?

Meets Standard

The school materially complies with applicable laws, rules, regulations and provisions of the charter agreement relating to the school facilities, grounds, and transportation, including but not limited to:

- Fire inspections and related records
- Viable certificate of occupancy or other required building use authorization
- Documentation of requisite insurance coverage
- Student transportation

O Does Not Meet Standard

The school has failed to implement the program in the manner described above; the failure(s) were material, and the board has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance to the satisfaction of the authorizer.

G Falls Far Below Standard

The school failed to implement the program in the manner described above; the failure(s) were material and significant to the viability of the school, or regardless of the severity of the failure(s), the board has not instituted remedies that have resulted in prompt and sufficient movement toward compliance to the satisfaction of the authorizer.

5.b. Is the school complying with health and safety requirements?

Meets Standard

The school materially complies with applicable laws, rules, regulations and provisions of the charter agreement relating to safety and the provision of health related services, including but not limited to:

- Appropriate nursing services and dispensing of pharmaceuticals
- Food services requirements
- Other district resources, if applicable

Open Standard Open Standard

The school has failed to implement the program in the manner described above; the failure(s) were material, and the board has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance to the satisfaction of the authorizer.

G Falls Far Below Standard

The school failed to implement the program in the manner described above; the failure(s) were material and significant to the viability of the school, or regardless of the severity of the failure(s), the board has not instituted remedies that have resulted in prompt

and sufficient movement toward compliance to the satisfaction of the authorizer.

5.c. Is the school handling information appropriately?

Meets Standard

The school materially complies with applicable laws, rules, regulations and provisions of the charter agreement relating to security, including but not limited to:

- Maintain the security of and provide access to student records under the Family Educational Rights and Privacy Act and other applicable authorities
- Access to documents maintained by the school under the state's freedom of information law and other applicable authorities
- Transfer of student records
- Proper and secure maintenance of testing materials

O Does Not Meet Standard

The school has failed to implement the program in the manner described above; the failure(s) were material, and the board has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance to the satisfaction of the authorizer.

Falls Far Below Standard

6. ADDITIONAL OBLIGATIONS

6.a. Is the school complying with all other obligations?

Meets Standard

The school materially complies with all other legal, statutory, regulatory, or contractual requirements contained in its charter agreement that are not otherwise explicitly stated herein, including but not limited to requirements from the following sources:

- Revisions to state charter law
- Consent decrees
- Intervention requirements by the authorizer
- Requirements by other entities to which the charter school is accountable (e.g. state education agency)

Open Standard Open Standard

The school has failed to implement the program in the manner described above; the failure(s) were material, and the board has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance to the satisfaction of the authorizer.

G Falls Far Below Standard

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