

**The Biome
Performance Contract 2021-2025**

As the official charter school sponsor of The Biome, the University of Missouri, St. Louis (UMSL) is legislatively required to monitor compliance and performance of the school, recommend sanctions, if necessary, and revocation and closure when the school demonstrates an inability to meet standards. This performance contract represents expectations in The Biome's charter term and supersedes any other contracts negotiated and agreed to prior to the date on this one.

A. Governance

Charter schools are governed by an independent board of directors that are required to abide by all laws governing 501(c)3 organizations, and public charter schools. For the term of this performance contract, the board of The Biome will:

1. Consistently abide by all Missouri laws, including the Missouri Sunshine Law in all its operations.
2. Maintain an active, involved board as described in their charter.
3. Meet all standards for governance listed below as assessed by the UMSL sponsor during its annual review:

Standard	Metric	MET: <input type="checkbox"/> NOT MET: <input type="checkbox"/>				
		2021	2022	2023	2024	2025
A.1 The school Board operates legitimately and in the best interest of its students and mission.	Governance records Criminal background and FCSR checks as outlined in section RSMo160.400.14					
A.2 All board members receive training in Missouri Sunshine Law, nepotism, school governance, student achievement, school law and policy and conflict of interest within their first year of service.	Board survey Board minutes					
A.3 Appropriate Board Policies are developed, revised as needed, and followed.	Board Policies and appropriate school documents, such as enrollment procedures, student handbooks, etc.					
A.4 Meetings are regularly scheduled and appropriately conducted.	Governance records.					
A.5 Governance records and documentation are appropriately created and maintained.	Board Meeting Agenda, notices, minutes, and supporting documentation.					
A.6 School business is conducted in a transparent manner subject to the provisions and sections 610.010 to 610.030, Missouri Sunshine Law; free of conflict of interest, and models best practices regarding governance roles and responsibilities.	Fiscal records. Fiscal Audits and ASBR. Core Data Reports.					
A.7 The Board implements a transparent process for evaluating the school leader that includes progress made on school goals.	School leader evaluation document					
A.8 The Board communicates in a timely manner with UMSL's sponsorship liaison about significant policy, personnel, school performance or legal issues.	Board-sponsor communications					
A.9 The Board annually self-evaluates using a standardized tool that assesses performance based on setting goals, developing policy, and communication.	Board self-evaluation document					
A.10 The Board officially reviews the sponsor's Annual Review at one of its board meetings.	Board minutes					

B. School Leadership

For the term of this performance contract:

1. The President of The Biome will meet all standards for school leadership listed below as assessed by the UMSL sponsor during its annual review:

Standard	Metric	MET: <input checked="" type="checkbox"/> NOT MET: <input type="checkbox"/> X				
		2021	2022	2023	2024	2025
B.1 Student enrollment procedures, including open enrollment and lottery, if needed, are appropriately conducted and documented.	School policies, procedures, and practices Enrollment and attendance documents Core Data					
B.2 Student enrollment and attendance numbers are in line with the charter agreement, and provide evidence that the school is a viable school of choice for the community.	Student enrollment data Student attendance data. Student retention data Core Data reports Charter agreement					
B.3 Personnel procedures and practices are conducted in a manner that promotes instructional effectiveness and continuous school improvement.	Teacher and administrator retention data School Improvement Plan Professional Development Plan Academic accountability indicators					
B.4 School meets all state and local standards relative to health and safety; and maintains a clean and safe environment that supports the educational mission of the school.	Board Policies and documentation Health and safety permits Fiscal records On-site observations and reports					

Student Retention Rate					
Enrollment from the beginning of the year to the end of the same year.					
Target: 75%					
	2021	2022	2023	2024	2025
Actual Rate					
Met: <input checked="" type="checkbox"/> Not Met: <input type="checkbox"/> X					

Teacher Retention Rate					
Percent of teachers at the end of the school year who return the following year.					
Target: 60%					
	2021	2022	2023	2024	2025
Actual Rate					
Met: <input checked="" type="checkbox"/> Not Met: <input type="checkbox"/> X					

C. Financial Operations

The school depends on the board maintaining proper fiduciary responsibility. For the term of the charter, The Biome will:

1. Comply with annual auditing and ASBR requirements, and remedy all audit findings.
2. Maintain adequate fiscal health, as evidenced by producing regular financial statements, ensuring board review and oversight of payments, and paying all obligations in a timely manner.
3. Maintain an Ending Cash Fund Balance that is no less than 8% in year one and no less than 14% by year five.
4. Meet all standards for fiscal operations listed below as assessed by the UMSL sponsor during its annual review:

Standard	Metric	MET: <input checked="" type="checkbox"/> NOT MET: X				
		2021	2022	2023	2024	2025
C.1 Fiscal records are appropriately maintained.	Governance records. Fiscal records. Independent Fiscal Audit. Annual Report to the Board (ASBR).					
C.2 The school operates in a fiscally sound and appropriate manner.	Governance records. Fiscal reports. Independent Fiscal Audit. Annual Report to the Board (ASBR).					
C.3 School business and expenses, including personnel, are made free of conflict of interest and directed toward meeting the mission of the school.	Governance records. Fiscal reports and including payroll and retirement records. Independent Fiscal Audit. Annual Report to the Board (ASBR).					
C.4 Core Data and other required school reporting is conducted in a timely and appropriate manner.	Fiscal reports. Governance records. Core Data Reports.					

D. Reporting

Schools maintain and submit large amounts of data to all regulatory authorities. UMSL monitors compliance of all these requirements. For the term of the charter, The Biome will:

- 1. Maintain a 90% compliance rate for submitting required data and reports to UMSL.
- 2. Consistently comply with DESE reporting requirements and requests, including MOSIS Submissions and Tiered Monitoring requirements.

	2021	2022	2023	2024	2025
Met: √ Not Met: X					

E. Academic Achievement, Attendance and Annual Performance Report (APR)

The most important measure of success in any school is student outcomes. Quality teaching is the most important input to successful outcomes. For the term of this performance contract, The Biome will:

1. Maintain a professional development system that includes: a teacher evaluation system that meets state requirements, retention of excellent teachers, and removal or development of teachers that are not meeting expectations.
2. Meet MSIP-5 academic achievement targets below:

MSIP 5 Standard 1: Academic Achievement

Measure	Annual Minimum Targets				
	2021	2022	2023	2024	2025
• ELA MPI Target	250	262	275	287	300
Actual Score					
• ELA % Prof/Adv. Target	28	31	34	37	40
Actual Score					
Met: √ Not Met: X If The Biome meets the MPI Target OR the % Prof/Adv target, then UMSL considers that The Biome has met the target. If The Biome meets neither MPI nor %Prof/Adv; before designating the target as Not Met, UMSL will analyze The Biome’s NCE growth data as compared to the state norm and The Biome’s MPI and Prof/Adv data relative to the state average to make the final designation.					
• Math MPI Target	200	212	225	238	250
Actual Score					
• Math % Prof/Adv. Target	10	12	15	17	20
Actual Score					
Met: √ Not Met: X If The Biome meets the MPI Target OR the % Prof/Adv target, then UMSL considers that The Biome has met the target. If The Biome meets neither MPI nor %Prof/Adv; before designating the target as Not Met, UMSL will analyze The Biome’s NCE growth data as compared to the state norm and The Biome’s MPI					

and Prof/Adv data relative to the state average to make the final designation.					
• Science MPI Target	200	212	225	238	250
Actual Score					
• Science % Prof/Adv. Target	10	12	15	17	20
Actual Score					
Met: √ Not Met: X If The Biome meets the MPI Target OR the % Prof/Adv target, then UMSL considers that The Biome has met the target. If The Biome meets neither MPI nor %Prof/Adv; before designating the target as Not Met, UMSL will analyze The Biome's NCE growth data as compared to the state norm and The Biome's MPI and Prof/Adv data relative to the state average to make the final designation.					

- * Annual Minimum Targets may be adjusted on an annual basis by mutual agreement of the UMSL Charter School Office and The Biome
- ** Annual Minimum Targets are based on the current state assessment (MAP) and will be renegotiated based on any new or revised state assessment as necessary.

MSIP 5 Standard 2: Subgroup Achievement

Measure	Annual Minimum Targets				
	2021	2022	2023	2024	2025
• ELA MPI Target	250	262	275	287	300
Actual Score					
• ELA % Prof/Adv. Target	28	31	34	37	40
Actual Score					
Met: √ Not Met: X If The Biome meets the MPI Target OR the % Prof/Adv target, then UMSL considers that The Biome has met the target. If The Biome meets neither MPI nor %Prof/Adv; before designating the target as Not Met, UMSL will analyze The Biome’s NCE growth data as compared to the state norm and The Biome’s MPI and Prof/Adv data relative to the state average to make the final designation.					
• Math MPI Target	195	212	220	233	245
Actual Score					
• Math % Prof/Adv. Target	8	10	13	16	18
Actual Score					
Met: √ Not Met: X If The Biome meets the MPI Target OR the % Prof/Adv target, then UMSL considers that The Biome has met the target. If The Biome meets neither MPI nor %Prof/Adv; before designating the target as Not Met, UMSL will analyze The Biome’s NCE growth data as compared to the state norm and The Biome’s MPI and Prof/Adv data relative to the state average to make the final designation.					
• Science MPI Target	195	212	220	233	245
Actual Score					
• Science % Prof/Adv. Target	8	10	13	16	18
Actual Score					
Met: √ Not Met: X If The Biome meets the MPI Target OR the % Prof/Adv target, then UMSL					

<p>considers that The Biome has met the target.</p> <p>If The Biome meets neither MPI nor %Prof/Adv; before designating the target as Not Met, UMSL will analyze The Biome's NCE growth data as compared to the state norm and The Biome's MPI and Prof/Adv data relative to the state average to make the final designation.</p>					
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- ** Annual Minimum Targets are based on the current state assessment (MAP) and will be renegotiated based on any new or revised state assessment as necessary.

MSIP 5 Standard 3: Attendance

3. For the term of this performance contract, The Biome will meet the following MSIP5 90/90 attendance targets:

Measure					
	2021	2022	2023	2024	2025
Percent of students with 90% attendance rate: Target	≥ 90%	≥ 90%	≥ 90%	≥ 90%	≥ 90%
Actual Percentage					
Met: √ Not Met: X					

Annual Performance Report (APR)

For SY19, DESE revised the APR report. The department no longer produces a single metric that sponsors can use to indicate whether or not a charter school would have accredited status if it were to be accredited by DESE; nor does it allow sponsors to make direct comparisons with St. Louis Public School at the district or building level. At this time UMSL will utilize other data to compare The Biome with SLPS (see below).

Comparison to SLPS District and Buildings

The Biome's student achievement data will be equal to or exceed the grade 3-5 grade level configuration data of the St. Louis Public School District and peer school buildings of similar size and scope in the St. Louis Public School District* as follows:

- o English Language Arts: MPI scores and/or % of proficient or advanced
- o Math: MPI scores and/or % of proficient or advanced
- o Science: MPI scores and/or % of proficient or advanced

Three to five comparison schools will be chosen based on location, enrollment numbers and selectivity, student demographics, and percentage of free or reduced lunch.

- * These goals are based on the current state accountability system and structure (MSIP 5) and will be renegotiated based on any new or revised accountability system and structure as necessary.

F. Final Terms and Signatures

The Biome and UMSL agree that substantial failure to meet the terms of performance stated above could cause UMSL to place The Biome on probation. Probation will require a remediation plan for addressing all deficiencies in the following year. Failure to remediate will result in a recommendation for revocation of the charter contract and closure of the school at the end of the school year.

Furthermore, this performance contract is for five years of operation of the school. In the fifth year, The Biome and UMSL will determine, based on UMSL policy and procedures and successful completion of this contract, if the school is prepared for renewal. At that time, a new performance contract will be created to address the next five years of the proposed, renewed charter.

The Board of Directors of The Biome approved this contract on _____
Date

In agreement:

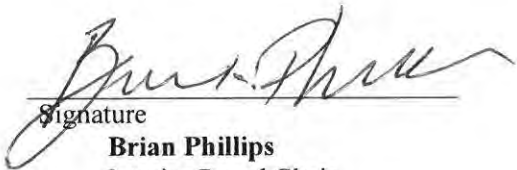


Signature

Bill Mendelsohn
Executive Director: Charter Schools and Partnerships
Charter Schools Sponsor Office – UMSL COE

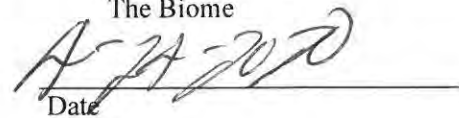
Dec. 4, 2019

Date



Signature

Brian Phillips
Interim Board Chair
The Biome



Date