

Lafayette Preparatory Academy: Contract Term SY24-SY33

| I. ACADEMIC PERFORMANCE | | | | | | | | | |
|---|--|-----------------------------|------|------|------|------|-------------------|-----------|--|
| INDICATOR/MEASURES | METRIC | PERFORMANCE DURING CONTRACT | | | | | | | |
| State and Federal Accountability | Metric | SY24 | SY26 | SY28 | SY30 | SY32 | Cumulative Rating | Direction | Target |
| ESEA Standards | Meets all requirements of federal programs; as indicated through DESE monitoring systems | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: 100% Compliance Does Not Meet: out of compliance in one or more area |
| State Rating-APR | As calculated through the DESE MSIP program | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Exceeds: ≥ 85% Meets: ≥ 70% OR > Resident District APR Does Not Meet: < 70% AND < Resident District APR |
| Academic Proficiency | Metric | SY24 | SY26 | SY28 | SY30 | SY32 | Cumulative Rating | Direction | Target |
| ELA: Proficiency (K-8) | As reported on the District Report Card issued by DESE | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Exceeds: exceeds state average Meets: < 10 percentage points below state average OR improved by 2 percentage points compared to the previous year Does Not Meet: 10-15 percentage points below state average OR did not improve by 3 percentage points compared to the previous year |
| | State Average | | | | | | | | |
| ELA: Proficiency (Student Groups) | As reported on the District Report Card issued by DESE | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Exceeds: exceeds 3/4 peer schools by 20 points or more Meets: exceeds 3/4 peer schools by 10-20 points Does Not Meet: exceeds 3/4 peer schools by 0-10 points |
| | State Average | | | | | | | | |
| ELA: MPI - Comparison Schools (K-8) | As reported on APR Summary Data issued by DESE | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Exceeds: exceeds 3/4 peer schools by 20 points or more Meets: exceeds 3/4 peer schools by 10-20 points Does Not Meet: exceeds 3/4 peer schools by 0-10 points |
| | Comparison Schools | | | | | | | | |
| ELA: MPI - Comparison Schools (Student Groups) | As reported on APR Summary Data issued by DESE | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Exceeds: exceeds state average Meets: < 10 percentage points below state average OR improved by 2 percentage points compared to the previous year Does Not Meet: 10-15 percentage points below state average OR did not improve by 3 percentage points compared to the previous year |
| | Comparison Schools | | | | | | | | |
| Math: Proficiency (K-8) | As reported on the District Report Card issued by DESE | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Exceeds: exceeds 3/4 peer schools by 20 points or more Meets: exceeds 3/4 peer schools by 10-20 points Does Not Meet: exceeds 3/4 peer schools by 0-10 points |
| | State Average | | | | | | | | |
| Math: Proficiency (Student Groups) | As reported on the District Report Card issued by DESE | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Exceeds: exceeds state average Meets: < 10 percentage points below state average OR improved by 2 percentage points compared to the previous year Does Not Meet: 10-15 percentage points below state average OR did not improve by 3 percentage points compared to the previous year |
| | State Average | | | | | | | | |
| Math: MPI - Comparison Schools (K-8) | As reported on APR Summary Data issued by DESE | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Exceeds: exceeds 3/4 peer schools by 20 points or more Meets: exceeds 3/4 peer schools by 10-20 points Does Not Meet: exceeds 3/4 peer schools by 0-10 points |
| | Comparison Schools | | | | | | | | |
| Math: MPI - Comparison Schools (Student Groups) | As reported on APR Summary Data issued by DESE | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Exceeds: exceeds 3/4 peer schools by 20 points or more Meets: exceeds 3/4 peer schools by 10-20 points Does Not Meet: exceeds 3/4 peer schools by 0-10 points |

| Groups) | | Comparison Schools | | | | | | | | | | | |
|---|---|--------------------|------|------|------|------|-------------------|-----------|--------|--|--|--|--|
| Science: Proficiency (K-8) | As reported on the District Report Card issued by DESE | TBD | TBD | TBD | TBD | TBD | TBD | TBD | | | Exceeds: exceeds state average Meets: < 10 percentage points below state average OR improved by 2 percentage points compared to the previous year Does Not Meet: 10-15 percentage points below state average OR did not improve by 3 percentage points compared to the previous year | | |
| | State Average | | | | | | | | | | | | |
| Science: Proficiency (Student Groups) | As reported on the District Report Card issued by DESE | TBD | TBD | TBD | TBD | TBD | TBD | TBD | | | | | |
| | State Average | | | | | | | | | | | | |
| Science: MPI - Comparison Schools (K-8) | As reported on APR Summary Data issued by DESE | TBD | TBD | TBD | TBD | TBD | TBD | TBD | | | Exceeds: exceeds 3/4 peer schools by 20 points or more Meets: exceeds 3/4 peer schools by 10-20 points Does Not Meet: exceeds 3/4 peer schools by 0-10 points | | |
| | Comparison Schools | | | | | | | | | | | | |
| Science: MPI - Comparison Schools (Student Groups) | As reported on APR Summary Data issued by DESE | TBD | TBD | TBD | TBD | TBD | TBD | TBD | | | | | |
| | Comparison Schools | | | | | | | | | | | | |
| Academic Growth | Metric | SY24 | SY26 | SY28 | SY30 | SY32 | Cumulative Rating | Direction | Target | | | | |
| ELA: NCE Score (All) | As reported on the District Report Card issued by DESE | TBD | TBD | TBD | TBD | TBD | TBD | TBD | | Exceeds: Statistically better than the state Meets: Statistically indifferent from the state Does Not Meet: Statistically less than the state | | | |
| ELA: NCE Score (Student Groups) | As reported on the District Report Card issued by DESE | TBD | TBD | TBD | TBD | TBD | TBD | TBD | | | | | |
| Math: NCE Score (All) | As reported on the District Report Card issued by DESE | TBD | TBD | TBD | TBD | TBD | TBD | TBD | | | | | |
| Math: NCE Score (Student Groups) | As reported on the District Report Card issued by DESE | TBD | TBD | TBD | TBD | TBD | TBD | TBD | | | | | |
| Mission-Specific Academic Goals | Metric | SY24 | SY26 | SY28 | SY30 | SY32 | Cumulative Rating | Direction | Target | | | | |
| Individual Student Growth (all Students) | Composite Results: iReady Fall to Spring Growth Report (Math and Reading) | TBD | TBD | TBD | TBD | TBD | TBD | TBD | | Exceeds: ≥ 75% reach "typical growth goal" Meets: ≥ 70% reach "typical growth goal" OR improved by 2 percentage points compared to the previous year Does Not Meet: < 70% reach "typical growth goal" AND did not improve by 2 percentage points compared to the previous year | | | |
| Achievement for Students Enrolled for Three Years or more | Composite Results: iReady Fall to Spring Growth Report (Math and Reading) | TBD | TBD | TBD | TBD | TBD | TBD | TBD | | Exceeds: ≥ 75% reach "70th percentile" Meets: > 70% reach "70th percentile" OR improved by 2 percentage points compared to the previous year Does Not Meet: < 70% reach "70th percentile" AND did not improve by 2 percentage points compared to the previous year | | | |

Peer Schools: Busch, Long, Mason, Siegel

Cumulative Rating Scale:

Exceeds: Consistently exceeds target, year over year OR Exceeds in current year, and demonstrates a positive trend overall
Meets: Consistently meets target, year over year OR Meets or exceeds in at least one of the last two years, and demonstrates a positive trend overall
Does Not Meet: Does not meet target for two of the last three years
Falls Far Below Standard: Consistently does not meet target

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| II. FINANCE | | | | | | | | | | |
|---|--|-----------------------------|------|------|------|------|-------------------|-----------|--|--|
| INDICATOR/MEASURES | METRIC | PERFORMANCE DURING CONTRACT | | | | | | | | |
| Near-Term Measures | Metric | SY24 | SY26 | SY28 | SY30 | SY32 | Cumulative Rating | Direction | Target | |
| Current Ratio | Current Assets/Current Liabilities per audited financials and ASBR | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: ≥ 1.1 , OR < 1.1 due to major capital expense Does Not Meet: ≤ 1.0 and > 0.9 Far Below Standard: ≤ 0.9 | |
| Debt Default | Number of loan payments missed or loans defaulted, as reported by the LEA | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: No defaults Does Not Meet: 2 debt service payments missed OR a loan default | |
| Student Attendance | Proportional Attendance Rate as reported on the District Report Card issued by DESE | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: $\geq 90\%$ Partially Meets: $\geq 85\%$ and $< 90\%$ Does Not Meet: $< 85\%$ | |
| Student Enrollment Variance | Actual Enrollment (October Count) /Projected Enrollment in Charter Contract | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: $\geq 95\%$ Partially Meets: $\geq 85\%$ and $< 95\%$ Does Not Meet: $< 85\%$ | |
| Sustainability Measures | Metric | SY24 | SY26 | SY28 | SY30 | SY32 | Cumulative Rating | Direction | Target | |
| Debt to Asset Ratio | Total Liabilities/Total Assets per audited financials | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: < 0.9 Partially Meets: ≥ 0.9 and < 1.0 Does Not Meet: > 1.0 | |
| Percentage Fund Balance | (Assets-Expenses)/Expenses per audited financials and ASBR | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Exceeds: $\geq 25\%$ Meets: $< 25\%$ and $\geq 10\%$ Does Not Meet: $\geq 3\%$ and $< 10\%$ | |
| Expenditures Less than Receipts for the Fiscal Year | Expenditures/Revenue per audited financials and ASBR | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: ≥ 1 Does Not Meet: < 1 | |
| Financial Operations | Metric | SY24 | SY26 | SY28 | SY30 | SY32 | Cumulative Rating | Direction | Target | |
| Meets financial reporting and compliance requirements | Compliant with charter contract, laws, and in DESE audits/ monitoring: including but not limited to, submitting a board-approved audit conducted by an independent auditor to DESE and published as required; submitting an accurate by August 15; post financials on website as required, maintain appropriate fiscal records, etc. | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: 100% compliant with charter contract and laws Does Not Meet: One or more of the requirements was submitted late or not published as required OR either the audit or ASBR were not completed accurately | |

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|---|--|-----|-----|-----|-----|-----|-----|-----|-----|---|
| Operates in a fiscally sound and appropriate manner, assessing and maintaining adequate fiscal health | Compliant with charter contract, laws, and in DESE audits/ monitoring: including but not limited to, establishing budgets, setting fiscal policy, producing regular financial statements, ensuring board review and oversight of payments (check register and credit card statements), and paying all obligations in a timely manner | TBD | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: 100% compliant with charter contract and laws Partially Meets: No more than two minor requirements are not met AND no material area is not met Does Not Meet: More than two minor requirements are not met OR one or more material area is not met |
|---|--|-----|-----|-----|-----|-----|-----|-----|-----|---|

Cumulative Rating Scale:
Exceeds: Consistently exceeds target, year over year OR Exceeds in current year, and demonstrates a positive trend overall
Meets: Consistently meets target, year over year OR Meets or exceeds in at least one of the last two years, and demonstrates a positive trend overall
Does Not Meet: Does not meet target for two of the last three years
Falls Far Below Standard: Consistently does not meet target

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| III. LEARNING ENVIRONMENT COMPLIANCE | | | | | | | | | | |
|---|---|-----------------------------|------|------|------|------|-------------------|-----------|--|--|
| INDICATOR/MEASURES | METRIC | PERFORMANCE DURING CONTRACT | | | | | | | | |
| School Environment | Metric | SY24 | SY26 | SY28 | SY30 | SY32 | Cumulative Rating | Direction | Target | |
| Complies with facilities and transportation requirements | Compliant with charter contract, laws, and in DESE audits/ monitoring: including but not limited to, ADA, inspections and records, permits, insurance, and transportation etc. | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: 100% compliant with charter contract and laws Partially Meets: No more than two minor requirements are not met AND no material area is not met Does Not Meet: More than two minor requirements are not met OR one or more material area is not met | |
| Meets all state and local standards relative to health and safety; maintains a clean and safe environment that supports the educational mission of the school | Compliant with all local health, state and federal requirements, all disaster preparation requirements | TBD | TBD | TBD | TBD | TBD | TBD | TBD | | |
| Education Program Compliance | Metric | SY24 | SY26 | SY28 | SY30 | SY32 | Cumulative Rating | Direction | Target | |
| Implements the material terms of the education program as defined in the current charter contract | The charter is implemented as described in the charter contract and as described to families | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: School program is as described in charter and to parents Partially Meets: Most, but not all elements are as described Does Not Meet: Many elements are not as described | |
| Complies with applicable education requirements | Compliant with charter contract, laws, and in DESE audits/ monitoring: including but not limited to, instructional days, graduation requirements, MLS, assessments, ESSA. etc. | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: 100% compliant with charter contract and laws or in the process of being corrected through a CAP Partially Meets: No more than two minor requirements are not met AND no material area is not met Does Not Meet: More than two minor requirements are not met OR one or more material area is not met | |
| Students Rights and Requirements | Metric | SY24 | SY26 | SY28 | SY30 | SY32 | Cumulative Rating | Direction | Target | |
| Protects the rights of all students | Compliant with charter contract, laws, and in DESE audits/ monitoring, including but not limited to policies, practices related to admission, collection & protection of student information, due process & civil liberties, discipline; screenings such as Dyslexia; IDEA; IDEA; 504; McKinney-Vento; appropriate use of federal funds; etc. | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: 100% compliant with charter contract and laws or in the process of being corrected through a CAP; no substantiated claims of violations of students' rights Partially Meets: No more than two minor requirements are not met AND no material area is not met AND no more than one substantiated claims of violations of students' rights Does Not Meet: More than two minor requirements are not met OR one or more material area is not met OR more than more than one substantiated claim of violations of students' rights | |
| Protects the rights of students with disabilities | | TBD | TBD | TBD | TBD | TBD | TBD | TBD | | |
| Protects the rights of English Language Learner (ELL) students | | TBD | TBD | TBD | TBD | TBD | TBD | TBD | | |
| School-Specific Goals | Metric | SY24 | SY26 | SY28 | SY30 | SY32 | Cumulative Rating | Direction | Target | |

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|--|--|-----|-----|-----|-----|-----|-----|-----|---|
| Discipline for Students Enrolled for Three Years or more | Discipline Data through SIS. | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: $\geq 90\%$ meet behavior expectations without interventions OR improved by 2 percentage points compared to the previous year Does Not Meet: $< 90\%$ meet behavior expectations without interventions AND did not improve by 2 percentage points compared to the previous year |
| Student Retention Rate | Percent of students enrolled in October of the previous year still enrolled in the current October enrollment report (exclude incoming Kindergarten and outgoing 8th grade students) | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: $\geq 90\%$ Does Not Meet: $\geq 80\%$ and $< 89\%$ |

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| <p>Cumulative Rating Scale: Exceeds: Consistently exceeds target, year over year OR Exceeds in current year, and demonstrates a positive trend overall Meets: Consistently meets target, year over year OR Meets or exceeds in at least one of the last two years, and demonstrates a positive trend overall Does Not Meet: Does not meet target for two of the last three years Falls Far Below Standard: Consistently does not meet target</p> |
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| IV. GOVERNANCE | | | | | | | | | |
|---|--|-----------------------------|------|------|------|------|-------------------|-----------|--|
| INDICATOR/MEASURES | METRIC | PERFORMANCE DURING CONTRACT | | | | | Cumulative Rating | Direction | Target |
| Effective Governance Practices | Metric | SY24 | SY26 | SY28 | SY30 | SY32 | | | |
| Operates in the best interest of its students and mission | Board decisions are directly connected to the mission of the school | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: 100% of decisions support the mission Partially Meets: < 100% of decisions support the mission Does Not Meet: The board does not have a clear and united mission |
| Maintains an active, involved board as described in their charter | % attendance and active participation in meetings | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: 90% of members attend and actively participate in 90% of meetings Partially Meets: ≥ 80% of members attend and actively participate in 90% of meetings Does Not Meet: < 80% of members attend and actively participate in 90% of meetings |
| Complies with Board Governance Requirements | Compliant with charter contract, laws, subject to the provisions and sections 610.010 to 610.030, Missouri Sunshine Law; including but not limited to developing, revising, and following required board policies and bylaws; complying with open meeting laws, completing conflict of interest statements; following code of ethics; following bylaws; holding meetings; etc. | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: 100% compliant with charter contract and laws Partially Meets: No more than two minor requirements are not met AND no material area is not met Does Not Meet: More than two minor requirements are not met OR one or more material area is not met |
| Trains and Develops the Board | 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 and continual training throughout their service | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: 100% of new board members receive the required training and 100% of returning board members complete at least 6 hours of annual training Partially Meets: < 100% of new board members receive the required training OR < 100% of returning board members complete at least 6 hours of annual training Does Not Meet: The board does not have a program for onboarding new members and/or training for returning board members |
| Demonstrates Strong Board Accountability | The board meets state laws for non profits and school boards and develops practices to ensure the board is held accountable to effective governance. This includes but is not limited to: annual board self-assessment, board goals, board committees, and establishing and monitoring the strategic plan. | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: 100% compliant with charter contract and laws and requirements set herein Partially Meets: One of the requirements was not completed Does Not Meet: More than one of the requirements was not completed |
| Operates Free of Conflict of Interest | School business and expenses, including personnel, are made free of conflict of interest and directed toward meeting the mission of the school | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: No conflicts of interest Does Not Meet: Conflict of interest is evident |

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|--|--|-------------|-------------|-------------|-------------|-------------|--------------------------|------------------|--|
| Monitors School Performance and Compliance | The Board requires and analyzes reports to monitor academic, financial and operational performance and compliance including accountability tracking documents, enrollment/attendance, academic achievement, etc. | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: 100% compliant with charter contract and laws and requirements set herein Partially Meets: One of the requirements was not completed Does Not Meet: More than one of the requirements was not completed |
| School Leader Accountability | Metric | SY24 | SY26 | SY28 | SY30 | SY32 | Cumulative Rating | Direction | Target |
| Holds Management Accountable | The Board implements a transparent process for evaluating the school leader that includes evaluation of progress made on yearly school goals | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: Executive Director evaluated Far Below Standard: Executive Director is not evaluated |
| Compliance and Reporting | Metric | SY24 | SY26 | SY28 | SY30 | SY32 | Cumulative Rating | Direction | Target |
| Maintains appropriate records | Governance records and documentation are appropriately created and maintained | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: 100% compliant with charter contract and laws and requirements Partially Meets: One of the requirements was not completed Does Not Meet: More than one of the requirements was not completed |
| Communicates with UMSL | The Board communicates in a timely manner with UMSL's sponsorship liaison about significant policy, personnel, school performance or legal issues | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: 100% of significant issues were communicated in a timely manner Does Not Meet: < 100% of significant issues were communicated in a timely manner |

Cumulative Rating Scale:
Exceeds: Consistently exceeds target, year over year OR Exceeds in current year, and demonstrates a positive trend overall
Meets: Consistently meets target, year over year OR Meets or exceeds in at least one of the last two years, and demonstrates a positive trend overall
Does Not Meet: Does not meet target for two of the last three years
Falls Far Below Standard: Consistently does not meet target

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| V. OPERATIONS AND ORGANIZATIONAL COMPLIANCE | | | | | | | | | |
|--|---|-----------------------------|-------|-------|-------|-------|-------------------|------------|---|
| INDICATOR/MEASURES | METRIC | PERFORMANCE DURING CONTRACT | | | | | Cumulative Rating | Direction | Notes |
| Employee Rights and Requirements | Metric | SY 19 | SY 20 | SY 21 | SY 22 | SY 23 | | | |
| Respects employees' rights | Policies and practices related to employment; complaints filed | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: 100% compliant with charter contract and laws or in the process of being corrected through a CAP; no substantiated claims of violations of employees' rights Partially Meets: No more than two minor requirements are not met AND no material area is not met AND no more than one substantiated claims of violations of employees' rights Does Not Meet: More than two minor requirements are not met OR one or more material area is not met OR more than more than one substantiated claim of violations of employees' rights |
| Completes Required Background Checks and FCSR | Assurance Statement | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: 100% complete Does Not Meet: < 100% complete |
| Meets teacher and other staff credentialing requirements | As reported in the October Staff Assignment Report | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: ≥ 80% core positions certified Does Not Meet: < 80% core positions certified |
| Compliance and Reporting | Indicators/Measures | SY 19 | SY 20 | SY 21 | SY 22 | SY 23 | Cumulative Rating | Direction | Notes |
| Submits required data and reports to UMSL | Documents submitted to UMSL | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: ≥ 90% submitted on time Partially Meets: ≥ 80% but < 90% submitted on time Does Not Meet: < 80% submitted on time |
| Complies with DESE reporting requirements and requests, including Core Data Submissions and Tiered Monitoring requirements | Core Data, MOSIS, Tiered Monitoring, and other reporting systems utilized by DESE | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: 100% submitted on time Partially Meets: 1-3 items submitted late Does Not Meet: More than 3 items submitted late OR 1 or more items not submitted |
| Conducts and documents student enrollment procedures, including open enrollment and lottery, if needed, appropriately | Enrollment policies, procedures, applications, and lotteries | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: 100% compliant Does Not Meet: Not 100% compliant |

| Handles information appropriately | Maintains secure, complete records, provides access to records as required, transfers records as required | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: 100% compliant with record-keeping requirements or in the process of being corrected through a CAP; no substantiated claims of PII violations or failure to provide records as required Partially Meets: No more than two minor requirements are not met AND no material area is not met AND no more than one substantiated claims of PII violations or failure to provide records as required Does Not Meet: More than two minor requirements are not met OR one or more material area is not met OR more than more than one substantiated claim of PII violations or failure to provide records as required |
|-------------------------------------|---|-------|-------|-------|-------|-------|-------------------|-----------|--|
| School-Specific Goals | Indicators/Measures | SY 19 | SY 20 | SY 21 | SY 22 | SY 23 | Cumulative Rating | Direction | Notes |
| Retains staff who meet expectations | Percent of staff reported in the previous year's October Staff Assignment Report who meet expectations in the previous year's performance evaluation who are reported in the current year's October Staff Assignment Report | TBD | TBD | TBD | TBD | TBD | TBD | TBD | Meets: $\geq 85\%$ Partially Meets: $> 70\%$ but $< 85\%$ Does Not Meet: $< 70\%$ |

Cumulative Rating Scale:
Exceeds: Consistently exceeds target, year over year OR Exceeds in current year, and demonstrates a positive trend overall
Meets: Consistently meets target, year over year OR Meets or exceeds in at least one of the last two years, and demonstrates a positive trend overall
Does Not Meet: Does not meet target for two of the last three years
Falls Far Below Standard: Consistently does not meet target