

*Charter School Office*

North Side Community School: Contract Term 2020-2029

STANDARDS	SY24 RATING
<b>I. ACADEMIC PERFORMANCE</b>	
State and Federal Accountability	Does Not Meet
Academic Proficiency	Partially Meets
<b>II. FINANCE</b>	
Near-Term Financial Health	Meets
Financial Sustainability Measures	Partially Meets
Financial Operations	Meets
<b>III. LEARNING ENVIRONMENT</b>	
School Environment	Meets
Education Program Compliance	Meets
Student Rights and Requirements	Meets
School-Specific Goals	Meets
<b>IV. GOVERNANCE</b>	
Effective Governance Practices	Meets
School Leader Accountability	Meets
Compliance and Reporting	Meets
<b>V. OPERATIONS AND ORGANIZATIONAL COMPLIANCE</b>	
Employee Rights and Requirements	Meets
Compliance and Reporting	Meets
School-Specific Goals	Meets

RATING	DESCRIPTION
Exceeds	The school is exceeding expectations and showing exemplary performance. This rating only applies to academic performance.
Meets	The school generally meets the criterion, is performing well, is meeting expectations for performance, and/or minor concerns(s) are noted.
Partially Meets	The school meets some aspects of the criterion, but not others and/or moderate concerns(s) are noted.
Does Not Meet	The school falls far below the stated expectations and/or significant concern(s) are noted. The failures are material and significant to the viability to the school.
<p><b>REVIEW SUMMARY</b></p> <p>In review, North Side Community School has met the terms of the Performance Contract in three of the five areas: Learning Environment, Governance, and Operations and Organizational Compliance. They have made improvements in the areas of Learning Environment and Operations and Organizational Compliance, in comparison to the SY22 Annual Review.</p> <p>In the area of Academic Performance, they have not met targets and have demonstrated below average growth, which must be improved in order to ensure they are performing at the high levels they aspire to in the future. That said, they have outperformed SLPS and all comp schools, demonstrating students at NSCS are provided a better educational option at North Side Community School. For this reason, they have have "Partially Met" the Academic Proficiency standard. The UMSL Charter School Office (UMSL CSO) is closely monitoring student achievement and the effect of the changes made to address the decline. While it is anticipated the changes will take time to see the full effect, it is the UMSL CSO's expectation that NSCS improves student growth results which will ultimately improve overall outcomes, within the next two years. In the area of Finance, the school has an annual deficit (a result of investing in school turnaround strategies), but is in the process of developing a long-term budget or cash flow to demonstrate that the annual deficit will not continue year over year. In the area of Learning Environment, the school has not met targets related to attendance but made improvement from SY23 to SY24.</p> <p><b>FINDINGS</b></p> <p><b>Strengths</b></p> <ul style="list-style-type: none"> <li>- MAP outcomes exceeded SLPS in SY24 by 5 percentage points and 26 MPI points in ELA; and 34 MPI points in Math.</li> <li>- North Side Community School also significantly outperforms their Comp Schools: Ashland, Hickey, KIPP Victory, and Lexington. They averaged 57 more MPI points in ELA, 63 more MPI points in Math, and 18 more MPI points in Science.</li> <li>- While NSCS made below average growth in ELA and Math in SY24, they improved their rate of growth from SY23 in both areas.</li> <li>- NSCS prioritizes academic excellence and personal habits focused on student success. Even though the focus is on the fundamentals, they also make space for students to enjoy extracurricular and creative activities.</li> <li>- NSCS demonstrated significant improvements in the area of student support services, during SY23 and SY24.</li> <li>- NSCS has invested in professional development, coaching, and evaluation of all staff to ensure staff are aligned, effective, and satisfied in their work.</li> </ul>	

- NSCS has maintained a financial surplus between 12-45% over the last five years.
- The NSCS Board of Directors operates with clear vision, strong strategic planning, and comprehensive support for the school.
- The NSCS Board of Directors brings expertise and commitment to ensuring NSCS achieves their vision.
- NSCS is one of the few small charter schools to offer transportation to students.

Areas for Growth:

- Student achievement scores must improve. Specifically, the school should aim to have "Above Average" growth scores in order to address the learning loss of the past few years.
- Surplus has declined steadily since SY20, so NSCS must demonstrate long-term financial health without an annual deficit.
- While they have made progress in the area of staff culture this year, this is still an area in need of growth.
- NSCS must continue to work to improve student attendance.

CONCLUSION

Overall, NSCS has partially met the terms of its Charter Contract and Performance Contract. The greatest areas of concern are academic outcomes and the consistently declining surplus. They have declined in meeting academic goals and student growth since the previous Charter Contract (SY19). Over the last two years, though, they focused on resetting and stabilizing the program and hiring a new Executive Director. He has strategically implemented many data-based and evidence-based strategies to lead the school on a path to meeting their mission and improving student outcomes. These efforts are expected to support the return of their prior academic success with students.

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**I. ACADEMIC PERFORMANCE**

I. ACADEMIC PERFORMANCE									
STANDARDS	INDICATORS/ MEASURES	PERFORMANCE DURING CONTRACT							
State and Federal Accountability	Indicators/Measures	SY 20	SY 21	SY 22	SY 23	SY 24	Cumulative Rating	Direction	Notes
* State Rating-APR	70+	N/A	N/A	67	55	61	Partially Meets	↗	- SY20 not available; - SY21 not to be used for accountability; - Comparisons are a new metric in SY22 and are not part of the Performance Contract.
Exceeds Home District APR	Exceeds Home District? (Meets or Exceeds if SLPS Score in this line is less than charter school score)	SLPS =N/A	N/A	SLPS = 64	SLPS = 63	SLPS = 66	Does Not Meet	↔	NSCS appealed to the DESE to include ICAP data submitted after the appeal deadline in their APR and were denied. Had those 4 points been verified and awarded, NSCS APR would have been 63.6.
Academic Proficiency	Indicators/Measures	SY 20	SY 21	SY 22	SY 23	SY 24	Cumulative Rating	Direction	Notes
* ELA: % Proficient/Advanced (All)	Target	72%	74%	29%	32%	35%	Does Not Meet	↘	North Side Community School significantly outperforms SLPS MPI outcomes in ELA and Math and significantly outperformed their Comp Schools: Ashland, Hickey, KIPP Victory, and Lexington. They
	Actual Score	N/A	26%	27%	25%	23%			
ELA: Proficiency Comparison (All K-8)	Exceeds Home District? (Meets or Exceeds if SLPS Score in this line is less than charter school score)	N/A	SLPS (K-8) = 16%	SLPS (K-8) P/A = 17% MPI = 323	SLPS (K-8) P/A = 19% MPI = 326	SLPS (K-8) P/A = 18% MPI = 325	Exceeds	↔	
* ELA: % Proficient/Advanced (Student Groups)	Target	72%	74%	29%	32%	35%	Does Not Meet	↘	
	Actual Score	N/A	26%	27%	25%	23%			
* ELA: MPI (All)	Target	365	368	303	306	309	Does Not Meet	↘	
	Actual Score	N/A	299	367/304	355/286	351/272			
* ELA: MPI (Student Groups)	Target	365	368	303	306	309	Does Not Meet	↘	
	Actual Score	N/A	299	366/302	355/286	351/272			

* Math: % Proficient/Advanced (All)	Target	65%	67%	20%	23%	25%	Does Not Meet	↘	averaged 57 more MPI points in ELA, 63 more MPI points in Math, and 18 more MPI points in Science.
	Actual Score	N/A	14%	16%	15%	14%			
Math: Proficiency Comparison (All K-8)	Exceeds Home District? (Meets or Exceeds if SLPS Score in this line is less than charter school score)	N/A	SLPS (K-8) = 9%	SLPS (K-8) P/A = 11% MPI = 274	SLPS (K-8) P/A = 14% MPI = 284	SLPS (K-8) P/A = 15% MPI = 287	Exceeds	↔	- SY20 not available - SY21 not to be used for accountability - Comparisons are a new metric in SY22 and are not part of the Performance Contract - MPIs in SY2224 -: 1st Number is MPI calculated as Continuous MPI per MSIP 6; the 2nd number is the conversion to an MSIP 5 calculation made to compare to Contract targets and determine if target met.
* Math: % Proficient/Advanced (Student Groups)	Target	65%	67%	20%	23%	25%	Does Not Meet	↘	Measure Rating Key: - Exceeds if results are 2 percentage points greater than the Proficient/Advanced target or 5 points greater than MPI target - Meets if results are between -1.9 and 1.9 percentage points from Proficient/Advanced target or - 4.9 or 4.9 MPI points of MPI target - Partially Meets if results are between 2 and 4 percentage points less than Proficient/Advanced target or 5-10 points less than MPI target - Does Not Meet if results are more than 4 percentage points less than Proficient/Advanced target or 10 points less than MPI target
	Actual Score	N/A	14%	16%	15%	13%			
* Math: MPI (All)	Target	360	363	220	223	226	Meets	↗	
	Actual Score	N/A	217	332/245	320/231	321/234			
* Math: MPI (Student Groups)	Target	360	363	220	223	226	Meets	↗	
	Actual Score	N/A	217	331/244	319/230	321/233			
* Science: % Proficient/Advanced (All)	Target	40%	45%	20%	23%	25%	Does Not Meet	↘	
	Actual Score	N/A	14%	16%	10%	5%			
Science: Proficiency Comparison (Grade 5,8)	Exceeds Home District? (Meets or Exceeds if SLPS Score in this line is less than charter school score)	N/A	SLPS = 12%	SLPS 5th=16% 8th=15% MPI = 299	SLPS 17% MPI = 313	SLPS 5th=15% 8th=13% MPI = 304	Meets	↔	
* Science: % Proficient/Advanced (Student Groups)	Target	40%	45%	20%	23%	25%	Does Not Meet	↘	
	Actual Score	N/A	14%	16%	10%	5%			
* Science: MPI (All)	Target	320	327	267	270	273	Does Not Meet	↔	
	Actual Score	N/A	209	314/195	313/195	307/194			
* Science: MPI (Student Groups)	Target	320	327	267	270	273	Does Not Meet	↔	
	Actual Score	N/A	264	313/194	313/194	306/193			

Overall Notes: SY23 and SY24 MAP results show decline in ELA and Science; Math MPIs, though, met targets. North Side Community School significantly outperforms SLPS MPI outcomes in ELA and Math. North Side Community School also significantly outperforms their Comp Schools: Ashland, Hickey, KIPP Victory, and Lexington. They averaged 57 more MPI points in ELA, 63 more MPI points in Math, and 18 more MPI points in Science. While NSCS made below average growth in ELA and Math in SY24, they improved their rate of growth from SY23 in both areas. From SY21 to SY22, they made progress in all areas, with the exception of science. North Side has been attempting leadership transition since SY19, which alongside the challenges of serving a population of student with high needs during the pandemic, has contributed to decline in student performance since SY19 (pre-pandemic). The new leadership at North Side Community School (started in SY23) has implemented many strategic changes that are expected to positively contribute to improved academic outcomes in the coming years (although the effects of these changes are not immediate and will take time). Some of the adjustments made to the academic program include the following: developing an MTSS process to ensure all students in need of additional academic intervention receive support; supporting a healthy staff culture with increased pay, mentoring/coaching, and higher education tuition support; curriculum development focusing on alignment with standards, pilots of new programs, development of pacing guides, and increased time for curriculum development; professional development and support for school leaders and teachers that includes outside coaches and hiring three internal instructional coaches; new curriculum; and ensuring each student has 1-1 access to a computer.

Internal data for SY24 demonstrate that from fall to spring, student achievement on NWEA declined in reading, literacy, and math. Conditional growth index scores also demonstrated a decline in all areas. The UMSL Charter School Office (UMSL CSO) is closely monitoring student achievement and the effect of the changes made to address the decline, as outlined above. While it is anticipated the changes will take time to see the full effect, it is the UMSL CSO's expectation that NSCS improves student growth results which will ultimately improve overall outcomes, over the next two years.

The majority of the lessons observed were teacher-centered with the teacher leading the discussion or directly addressing students one at a time to assign and field questions. The Middle School has made progress in working toward the mission/vision of ensuring strong academic outcomes. This round of observations revealed more classrooms working at a higher level of instruction, with clear objectives in place, most students engaged, and a faster pace.

Elementary classrooms observed had higher level instruction or classrooms working towards it. Students were engaged and strong classroom procedures were in place. Teachers were prepared, and required student participation. Classroom observations demonstrated teachers have high expectations for students and provide structured, supportive classrooms in which students have the opportunity to meet those expectations. Teachers and students both treated others with respect during observations. The school builds strong relationships with students and families.

- Asterisk indicates Standards in the Performance Contract

- Data is that which was available through September 1, 2024

- 5-year information is provided for the purpose of determining direction/trend from 1st year of contract to current year: ↘, ↗, ↔

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

Partially Meets: Consistently partially meets target, year over year OR Partially meets in current year, and demonstrates a negative trend from previous years rated meets or positive trend from does not meet

Does Not Meet: Does not meet target for two of the last three years OR Partially meets or does not meet, and demonstrates a negative trend for two of the last three years

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II. FINANCE

STANDARDS	INDICATORS/MEASURES	PERFORMANCE DURING CONTRACT								
Near-Term Measures	Indicators/Measures	SY 20	SY 21	SY 22	SY 23	SY 24	Cumulative Rating	Direction	Notes	
Student enrollment and attendance numbers are in line with the charter agreement, and provide evidence the school is a viable school of choice	Materially Compliant	466 (+ 48PK)	484	455	435	30 PK 280 K-5 126 (6-8) Total = 446	Meets	↔	NSCS has implemented many strategies to increase enrollment, but they are primarily focused on program improvements for the purpose of recruiting through the word of mouth of satisfied families. Further, their financial planning process is considering the impacts of permanently reducing enrollment numbers, so they can sustain their focus on improving their program and outcomes before bringing more students to the school.  There is an edit needed on 6-8 enrollment in Core Data.	
Fund Balance	Materially Compliant	\$3,054,241	\$2,179,688	\$2,168,136	\$2,284,790	\$1,468,195	Meets	↔		
Sustainability Measures	Indicators/Measures	SY 20	SY 21	SY 22	SY 23	SY 24	Cumulative Rating	Direction	Notes	
* % Surplus	> 10%	45%	26%	28%	24%	12%	Meets	↔		
Expenditures Less than Receipts for the Fiscal Year	Expenditures/Revenue < 1	0.89	1.1	0.94966335	0.99	1.09	Partially Meets	↘	NSCS is investing in many programs and initiatives to improve academic outcomes, leading to higher expenditures than revenue.	
Financial Operations	Indicators/Measures	SY 20	SY 21	SY 22	SY 23	SY 24	Cumulative Rating	Direction	Notes	
* Complies with annual auditing and ASBR requirements, and remedy all audit findings	Materially Compliant	Meets	Meets	Partially Meets	Partially Meets	Meets	Meets	↔		
* Maintains 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	Materially Compliant	Meets	Meets	Meets	Meets	Meets	Meets	↔	The Board reviews the check register at monthly board meetings. Other financial oversight is managed through internal controls within school management. All necessary insurance is in place.	

* Fiscal records are appropriately maintained	Materially Compliant	Meets	Meets	Meets	Meets	Meets	Meets	↔	
* The school operates in a fiscally sound and appropriate manner	Materially Compliant	Meets	Meets	Meets	Meets	Partially Meets	Partially Meets	↘	NSCS has begun to develop a cash flow and 3-5 year budget to UMSL CSO, as required. These documents are especially important to monitor because their surplus has declined steadily for the duration of the contract.
* School business and expenses, including personnel, are made free of conflict of interest and directed toward meeting the mission of the school	Materially Compliant	Meets	Meets	Meets	Meets	Meets	Meets	↔	NSCS is focused on the mission of the school and ensuring that students are receiving the best education. They allocate all resources toward this. They have invested in instructional coaches for the sake of systematically improving instruction, curriculum development, and staff hiring and retention initiatives. Further, they have looked for areas to cut expenses in order to re-allocate funds toward improving their academic and supporting programs.
* Core Data and other required school reporting is conducted in a timely and appropriate manner	Materially Compliant	Meets	Meets	Meets	Meets	Meets	Meets	↔	

Additional Notes: N/A

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- 5-year information is provided for the purpose of determining direction/trend: ↘, ↗, ↔

Cumulative Rating Scale:  
Meets: Consistently meets target, year over year OR Meets in at least one of the last two years, and demonstrates a positive trend overall  
Partially Meets: Consistently partially meets target, year over year OR Partially meets in current year, and demonstrates a negative trend from previous years rated meets or positive trend from does not meet  
Does Not Meet: Does not meet target for two of the last three years OR Partially meets or does not meet, and demonstrates a negative trend for two of the last three years

**III. LEARNING ENVIRONMENT**

STANDARDS		INDICATORS/ MEASURES							
School Environment	Indicators/Measures	SY 20	SY 21	SY 22	SY 23	SY 24	Cumulative Rating	Direction	Notes
* Complies with facilities and transportation requirements	Materially Compliant	Meets	Meets	Meets	Meets	Meets	Meets	↔	- NSCS has created 3 campuses to house instructional programs. They have razed buildings that did not meet their needs, built new structures, and rehabbed others.
* 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	Materially Compliant	Meets	Meets	Meets	Meets	Meets	Meets	↔	- The main campus is an impressive setting, including expansive outside spaces that create a college campus type of feel. NSCS 's physical space more than meets the needs of their program. The space is conducive to learning and the goals outlined in the Performance Contract. They have implemented initiatives to ensure the safety of their community.
Education Program Compliance	Indicators/Measures	SY 20	SY 21	SY 22	SY 23	SY 24	Cumulative Rating	Direction	Notes
Implements the material terms of the education program as defined in the current charter contract	Materially Compliant			Meets	Meets	Meets	Meets	↔	- Reviewed/Did not receive a rating prior to SY22
Complies with applicable education requirements	Materially Compliant			Meets	Meets	Meets	Meets	↔	- Reviewed/Did not receive a rating prior to SY22



Student Rights and Requirements	Indicators/Measures	SY 20	SY 21	SY 22	SY 23	SY 24	Cumulative Rating	Direction	Notes
Protects the rights of all students	Materially Compliant			Partially Meets	Meets	Meets	Meets	↔	- Reviewed/Did not receive a rating prior to SY22
Protects the rights of students with disabilities	Materially Compliant			Partially Meets	Meets	Meets	Meets	↔	- Reviewed/Did not receive a rating prior to SY22
Protects the rights of English Language Learner (ELL) students	Materially Compliant			Meets	Meets	Meets	Meets	↔	- Reviewed/Did not receive a rating prior to SY22
School-Specific Goals	Indicators/Measures	SY 20	SY 21	SY 22	SY 23	SY 24	Cumulative Rating	Direction	Notes
* Attendance	90/90	85.20%	66.90%	75%	68%	72%	Partially Meets	↗	SY24 demonstrated improvement in this area.
* Student Retention Rate (Enrollment from October Core data of previous year to October Core data of current year)	≥ 80%	88%	76%	76%	83%	81%	Meets	↔	

Additional Notes: NSCS staff and families are committed to a mission and vision of "improve(ing) each student's opportunities in education and in life by developing the skills, knowledge, and personal qualities necessary for success." The mission and values are embraced by most staff, but there are some challenges related to having so many new staff. The staff culture is newly developing amongst the new staff, so leadership must work to ensure the culture and methodology implemented in all classrooms is aligned to the mission and vision. The first step to students achieving the mission is for NSCS students to be placed in an appropriate high school in which they will excel. NSCS supports the middle to high school transition process.

Under the direction of the new Executive Director, NSCS has made great strides in student support systems. They have begun to develop an MTSS process and Student Support Team to ensure all students in need of additional support are identified and receiving the help they need. They have made progress in both math and literacy intervention, utilizing the support of instructional assistants and supplemental intervention programs. The school will continue to build on this foundation and is expected to provide even more effective interventions as their systems become more codified and teachers receive more training in the Student Support Team/MTSS processes. NSCS also utilizes onsite social workers and nurses to attend to the non-academic needs of students.

NSCS surveys teachers, staff, students, and families with both a pre-survey and post-survey, assessing effectiveness of changes in specified areas. There was a high rate of favorability in cultural awareness and action and parents feeling NSCS is the "best fit" for their child. Students report high expectations and good teacher-student relationships. There were lower rates of favorability related to school leadership, evaluation, and feedback/coaching. There were also declines in the area of school culture for teachers and staff.

Classrooms demonstrated an emphasis on building strong relationships with students. Most teachers used these relationships effectively to engage students in the academic material. Clear expectations and routines were evident in most classrooms, with some having highly effective classroom management leading to strong student engagement and likely a high level of learning. Teacher interviews make it clear that there has been more structure provided to expectations for instruction and students in classrooms; they have a very structured schedule.

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Cumulative Rating Scale:

Meets: Consistently meets target, year over year OR Meets in at least one of the last two years, and demonstrates a positive trend overall

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North Side Community School: Contract Term 2020-2029

IV. GOVERNANCE									
STANDARDS	INDICATORS/ MEASURES								
Effective Governance Practices	Indicators/Measures	SY 20	SY 21	SY 22	SY 23	SY 24	Cumulative Rating	Direction	Notes
* Maintains an active, involved board as described in their charter	Materially Compliant	Meets	Meets	Meets	Meets	Meets	Meets	↔	The NSCS board is actively involved, meets regularly, and works to fulfill the varying needs of the school. The NSCS Board maintains committees and develop ad hoc committees, as needed.
* The school Board operates legitimately and in the best interest of its students and mission	Materially Compliant	Meets	Meets	Meets	Meets	Meets	Meets	↔	The NSCS board is deeply committed to the mission of the school. They have intentionally diversified their board to provide the appropriate expertise and personal backgrounds to best govern the school.
* 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	1 hour/member annually	Meets	Meets	Meets	Meets	Meets	Meets	↔	
* Appropriate board policies are developed, revised as needed, and followed	Materially Compliant	Does Not Meet	Does Not Meet	Does Not Meet	Meets	Meets	Meets	↔	NSCS regularly reviews and updates policies, as needed.
* Meetings are regularly scheduled and appropriately conducted	Materially Compliant	Meets	Meets	Meets	Meets	Meets	Meets	↔	NSCS's board meets 9 times/year. Records are appropriately maintained and are easily accessible on their website. School business is conducted in accordance to regulations, as evidenced in UMSL's attendance of board meetings. They have developed clear roles and expectations for board members, so board members are effectively fulfilling their governance roles.

* The Board annually self-evaluates using a standardized tool that assesses performance based on setting goals, developing policy, and communication	Materially Compliant	Meets	Meets	Partially Meets	Does Not Meet	Meets	Meets	↔	
Strategic Plans, Board Goals	Materially Compliant			Meets	Meets	Meets	Meets	↔	NSCS engaged in a comprehensive strategic planning process that resulted in a multi-year strategic plan for FY21-FY24. The themes include stabilization of academics, operations, and finances through COVID-19; rebuilding of culture at the Elementary School; maturation of Middle School; and Executive Director transition preparation and execution. The board is frequently updated on progress toward goals by the Board President and Executive Director.
School Leader Accountability	Indicators/Measures	SY 20	SY 21	SY 22	SY 23	SY 24	Cumulative Rating	Direction	Notes
* The Board implements a transparent process for evaluating the school leader that includes evaluation of core competency categories and progress made on yearly school goals	Materially Compliant	Meets	Meets	Does Not Meet	Meets	Meets	Meets	↔	According to the submitted evaluation plan, the Board is closely monitoring the new Executive Director's progress on the strategic plan as well as the goals established at his hiring. They have made progress in their process to evaluate the school leader.
Compliance and Reporting	Indicators/Measures	SY 20	SY 21	SY 22	SY 23	SY 24	Cumulative Rating	Direction	Notes
* Consistently abide by all Missouri laws	Materially Compliant	Meets	Meets	Meets	Meets	Meets	Meets	↔	
* Governance records and documentation are appropriately created and maintained	Materially Compliant	Meets	Meets	Meets	Meets	Meets	Meets	↔	Records are appropriately created and maintained.

* 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.	Materially Compliant	Meets	Meets	Meets	Meets	Meets	Meets	↔	
* The Board communicates in a timely manner with UMSL's sponsorship liaison about significant policy, personnel, school performance or legal issues	Materially Compliant	Meets	Meets	Meets	N/A	N/A	Meets	↔	
* The Board officially reviews the sponsor's Annual Review at one of its board meeting	Materially Compliant	Meets	Meets	Meets	Meets	Meets	Meets	↔	

**Additional Notes:** NSCS not only has the board, but also the Young Friends of the NSCS Board, who are expected to someday transition to the school board. This process of succession planning for the board is a model to be considered by other public schools.

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**V. OPERATIONS AND ORGANIZATIONAL COMPLIANCE**

STANDARDS									
INDICATORS/ MEASURES									
Employee Rights and Requirements	Indicators/Measures	SY 20	SY 21	SY 22	SY 23	SY 24	Cumulative Rating	Direction	Notes
* Maintains 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	Materially Compliant	Meets	Meets	Meets	Meets	Meets	Meets	↔	North Side Community School is very clear in their approach (outlined in the LEA's Roadmap to Learning) and have built a PD plan to support teachers' abilities to implement the approach. They are building a differentiated PD program and offering tuition support for staff interested in pursuing professional development or relevant degrees and certifications at the university.

* Personnel procedures and practices are conducted in a manner that promotes instructional effectiveness and continuous school improvement		Meets	Does Not Meet	Does Not Meet	Meets	Meets	Meets	↔	<p>NSCS has grown their instructional coaching program. Teacher interviews indicate coaching has been going well, as they have provided targeted support with planning and learning the all-new curriculum.</p> <p>The Instructional Coaches have built a coaching structure based on Roadmaps and priorities. Further, NSCS has implemented several strategies to improve staff morale working toward greater staff retention and increasing the number of applicants for open positions.</p>
Meeting teacher and other staff credentialing requirements	Materially Compliant			Does Not Meet	Meets	Meets	Meets	↔	
<b>Compliance and Reporting</b>	<b>Indicators/Measures</b>	<b>SY 20</b>	<b>SY 21</b>	<b>SY 22</b>	<b>SY 23</b>	<b>SY 24</b>	<b>Cumulative Rating</b>	<b>Direction</b>	<b>Notes</b>
* Compliance rate for submitting required data and reports to UMSL	> 90%	Meets	82%	96%	97%	97%	Meets	↔	3% Not Submitted; 22% Late. Some of the missing submissions contribute to other ratings being 'Does Not Meet.'
* Consistently complies with DESE reporting requirements and requests, including Core Data Submissions and Tiered Monitoring requirements	Materially Compliant	Meets	Meets	Meets	Meets	Meets	Meets	↔	
* Student enrollment procedures, including open enrollment and lottery, if needed, are appropriately conducted and documented	Materially Compliant	Meets	Meets	Partially Meets	Meets	Meets	Meets	↔	
Document Retention requirements	Materially Compliant				Meets	In Process	In Process	TBD	NSCS is developing their process for digitizing records.

School-Specific Goals	Indicators/Measures	SY 20	SY 21	SY 22	SY 23	SY 24	Cumulative Rating	Direction	Direction
* Teacher Retention Rate (percent of certified staff who return from one school year to the next school year)	≥ 75%	> 75% (BOY to EOY)	51% (Teachers), but 71% cert teachers	72%	53%	65%	Partially Meets	↗	

Additional Notes:

- Asterisk indicates Standards in the Performance Contract
- Data is that which was available through September 1, 2024
- 5-year information is provided for the purpose of determining direction/trend from 1st year of contract to current year: ↘, ↗, ↔

Cumulative Rating Scale:

- Meets: Consistently meets target, year over year OR Meets in at least one of the last two years, and demonstrates a positive trend overall
- Partially Meets: Consistently partially meets target, year over year OR Partially meets in current year, and demonstrates a negative trend from previous years rated meets or positive trend from does not meet
- Does Not Meet: Does not meet target for two of the last three years OR Partially meets or does not meet, and demonstrates a negative trend for two of the last three years