

**Premier Charter School
Performance Contract SY21 - SY25
December 04, 2019 (rev. 01/10/22)**

As the official charter school sponsor of Premier Charter School (PCS), 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 PCS's charter term and supersedes any other contracts negotiated and agreed to prior to the date on this one.

REVIEW SUMMARY

Findings:

- Sections A – D: Premier Charter School has met the performance standards with 2 exceptions:
 - Section B:
 - The Head of School is not formally evaluated. All school leaders should be evaluated regularly, in alignment with educator evaluation standards as specified by DESE.
 - Section D:
 - Document submissions to UMSL partially met the required 90% threshold; only 80% were submitted.
- Section E:
 - Student Achievement: Due to the COVID-19 Pandemic, the SY20 MAP assessments were canceled and results from SY21 are not to be used for accountability purposes. Therefore, as outlined in the Amendment to this Performance Contract, internal data was used for the Annual Review.
 - In response to the impact of the COVID-19 pandemic, this Performance Contract was revised, using the results of SY21 MAP assessments as the baseline off of which to set new goals. SY21 MAP assessment data, though, was not considered for accountability purposes.
 - Internal data was reported for the purpose of the Annual Review but was not incorporated here.

Conclusion:

Premier Charter School met all but two standards, thereby fulfilling the terms of its Performance Contract for SY21. The two standards were near the target and are expected to be corrected in SY22.

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 schools. For the term of this performance contract, the board of Premier Charter School 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 or NOT MET				
		2021	2022	2023	2024	2025
A.1 The school Board operates legitimately and in the best interest of its students and mission.	<ul style="list-style-type: none"> ● Governance records ● Criminal background and FCSR checks as outlined in section RSMo160.400.14 	Met				
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.	<ul style="list-style-type: none"> ● Board survey ● Board minutes 	Met				
A.3 Appropriate Board Policies are developed, revised as needed, and followed.	<ul style="list-style-type: none"> ● Board Policies and appropriate school documents, such as enrollment procedures, student handbooks, etc. 	Met				
A.4 Meetings are regularly scheduled and appropriately conducted.	<ul style="list-style-type: none"> ● Governance records 	Met				
A.5 Governance records and documentation are appropriately created and maintained.	<ul style="list-style-type: none"> ● Board Meeting Agenda, notices, minutes, and supporting documentation 	Met				
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.	<ul style="list-style-type: none"> ● Fiscal records ● Fiscal Audits and ASBR ● Core Data Reports 	Met				
A.7 The Board implements a transparent process for evaluating the school leader that includes evaluation of core competency categories and	<ul style="list-style-type: none"> ● School leader evaluation document 	Not Met				

progress made on yearly school goals.						
A.8 The Board communicates in a timely manner with UMSL's sponsorship liaison about significant policy, personnel, school performance or legal issues.	<ul style="list-style-type: none"> Board-sponsor communications 	Met				
A.9 The Board annually self-evaluates using a standardized tool that assesses performance based on setting goals, developing policy, and communication.	<ul style="list-style-type: none"> Board self-evaluation document 	Met				
A.10 The Board officially reviews the sponsor's Annual Review at one of its board meetings.	<ul style="list-style-type: none"> Board minutes 	Met				

Notes:

A.7 The Board does not have a formal evaluation process in place for the Head of School.

B. School Leadership

For the term of this performance contract:

- The Executive Director of Premier Charter School will meet all standards for school leadership listed below as assessed by the UMSL sponsor during its annual review:

Standard	Metric	MET or NOT MET				
		2021	2022	2023	2024	2025
B.1 Student enrollment procedures, including open enrollment and lottery, if needed, are appropriately conducted and documented.	<ul style="list-style-type: none"> School policies, procedures, and practices Enrollment and attendance documents Core Data 	Met				
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.	<ul style="list-style-type: none"> Student enrollment data Student attendance data. Student retention data Core Data reports Charter agreement 	Met				
B.3 Personnel procedures and practices are conducted in a manner that promotes instructional effectiveness and continuous school improvement.	<ul style="list-style-type: none"> Teacher and administrator retention data School Improvement Plan Professional Development Plan Academic accountability indicators 	Met				

<p>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.</p>	<ul style="list-style-type: none"> • Board Policies and documentation • Health and safety permits • Fiscal records • On-site observations and reports 	<p>Met</p>				
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Notes:

Student Retention Rate Enrollment from October count (year 1) to October count (year 2) excluding graduating 8th graders Target: 80%					
	2021	2022	2023	2024	2025
Actual Rate	88%				
Met or Not Met	Met				

Teacher Retention Rate Percent of full time certified staff at the end of the school year who return the following year. Target: 75%					
	2021	2022	2023	2024	2025
Actual Rate	87%				
Met or Not Met	Met				

C. Financial Operations

The school depends on the board maintaining proper fiduciary responsibility. For the term of the charter, Premier Charter School 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 3% each year of the contract term.
4. Meet all standards for fiscal operations listed below as assessed by the UMSL sponsor during its annual review:

Standard	Metric	MET or NOT MET				
		2021	2022	2023	2024	2025
C.1 Fiscal records are appropriately maintained.	<ul style="list-style-type: none"> ● Governance records ● Fiscal records ● Independent Fiscal Audit ● Annual Report to the Board (ASBR) 	Met				
C.2 The school operates in a fiscally sound and appropriate manner.	<ul style="list-style-type: none"> ● Governance records ● Fiscal reports ● Independent Fiscal Audit ● Annual Report to the Board (ASBR) 	Met				
C.3 School business and expenses, including personnel, are made free of conflict of interest and directed toward meeting the mission of the school.	<ul style="list-style-type: none"> ● Governance records ● Fiscal reports and including payroll and retirement records ● Independent Fiscal Audit ● Annual Report to the Board (ASBR) 	Met				
C.4 Core Data and other required school reporting is conducted in a timely and appropriate manner.	<ul style="list-style-type: none"> ● Fiscal reports ● Governance records ● Core Data Reports 	Met				

Notes:

PCS maintains very strong financial practices.

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, Premier Charter School 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
Indicator 1: UMSL	Partially Met (80%)				
Indicator 2: DESE	Met				

Notes:

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

The most important measure of success in any school is student outcomes and quality teaching is the most important input to successful outcomes. For the term of this performance contract, Premier Charter School 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 Standards 1 and 2: Academic Achievement

Measure	Annual Minimum Targets				
	2021	2022	2023	2024	2025
ELA MPI Target	324	295	300	305	310
Actual Score	289				
Met or Not Met	N/A				
ELA % Prof/Adv. Target	40.5%	33%	35%	37%	39%
Actual Score	31.4%				
Met or Not Met	N/A				
Math MPI Target	279	220	225	230	235
Actual Score	215				
Met or Not Met	N/A				
Math % Prof/Adv. Target	32.5%	20%	22%	24%	26%
Actual Score	18.4%				
Met or Not Met	N/A				
Science MPI Target	302	304	306	308	310
Actual Score	295				
Met or Not Met	N/A				
Science % Prof/Adv. Target	45%	32%	34%	36%	38%
Actual Score	30%				
Met or Not Met	N/A				

* Targets were recalibrated 10/19/21 based on academic disruption related to the COVID-19 pandemic.

** Annual Minimum Targets may be adjusted on an annual basis by mutual agreement of the UMSL Charter School Office and Premier Charter School.

*** 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	304	272	275	278	281
Actual Score	268				
Met or Not Met	N/A				
ELA % Prof/Adv. Target	33%	25%	27%	29%	31%
Actual Score	23.5%				
Met or Not Met	N/A				
Math MPI Target	254	198	201	204	207
Actual Score	195				
Met or Not Met	N/A				
Math % Prof/Adv. Target	26%	15%	17%	19%	21%
Actual Score	13.4%				
Met or Not Met	N/A				
Science MPI Target	275	277	279	281	283
Actual Score	234				
Met or Not Met	N/A				
Science % Prof/Adv. Target	36%	20%	22%	24%	26%
Actual Score	18.2%				
Met or Not Met	N/A				

* Targets were recalibrated 10/13/21 based on academic disruption related to the COVID-19

pandemic.

** Annual Minimum Targets may be adjusted on an annual basis by mutual agreement of the UMSL Charter School Office and Premier Charter School.

*** 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

For the term of this performance contract, Premier Charter School will meet the following MSIP5 90/90 attendance targets:

Measure	Annual Minimum Target				
	2021	2022	2023	2024	2025
Percent of students with 90% attendance rate: Target	85%	85%	85%	85%	85%
Actual Percentage	N/A				
Met or Not Met	N/A				

Annual Performance Report (APR)

For the term of this performance contract, Premier Charter School will meet the following MSIP 5 APR targets:

Measure	Annual Minimum Target: 70%				
	2021	2022	2023	2024	2025
Actual APR Percentage	N/A	≥ 70	≥ 70	≥ 70	≥ 70
Met: ✓ Not Met: X	N/A				

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.

Comparison to SLPS Buildings: N/A

If Premier Charter School’s APR percentage averages below 70 for two or more years, Premier Charter School’s student achievement data will be equal to or exceed peer school buildings of similar size and scope in the St. Louis Public School District as follows:

Elementary and Middle Schools:

- Recalculation of APR percentage using MSIP 5 Performance Standards 1 – 3 only.

High Schools:

- Recalculation of APR percentage using MSIP 5 Performance Standards 1 – 3 and 5 only

AND/OR

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

AND/OR

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

Agreement by all Parties

Premier Charter School and UMSL agree that substantial failure to meet the terms of performance stated above could cause UMSL to place Premier Charter School 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, Premier Charter School 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 Premier Charter School approved this contract revision on _____.

In agreement:

Signature of PCS Board President: _____ Date: _____
Joe Blomker

Signature of UMSL CSO ED: _____ Date: _____
Susan Marino