

**Performance Framework
St. Louis Language Immersion School: Contract Term SY25-SY29**

I. ACADEMIC PERFORMANCE			
State and Federal Accountability	Targets and Ratings	Metric/Source	Notes/ Comments
Federal Compliance	<p>Meets: 100% compliant or in the process of being corrected through a CAP</p> <p>Partially Meets: No more than two minor requirements are not met and no more than one material area is not met</p> <p>Does Not Meet: More than two minor requirements are not met OR more than one material area is not met</p>	Meets all requirements of federal programs; as indicated through DESE monitoring systems	
ESSA Designation	<p>Meets: Not designated as a comprehensive or targeted school</p> <p>Partially Meets: Designated as a Targeted School</p> <p>Does Not Meet: Designated as a Comprehensive School</p>	Identified/Not Identified by DESE as a Comprehensive or Targeted school	
State Rating-APR	<p>Exceeds: $\geq 85\%$</p> <p>Meets: $\geq 70\%$</p> <p>Partially Meets: 50% - 69%</p> <p>Does Not Meet: $< 50\%$</p>	As calculated through the DESE MSIP program	
Academic Achievement	Targets and Ratings	Metric/Source	Notes/ Comments
<p>ELA: Achievement (All Students)</p> <p>* N/A for LEAs with $\geq 85\%$ Student Groups</p>	<p>Exceeds: MPI \geq DESE Target Level</p> <p>Meets: MPI \geq DESE On Track Level OR improved by 3 MPI points compared to the previous year</p> <p>Partially Meets: MPI \geq DESE Approaching Level AND did not improve by 3 MPI points compared to the previous year</p> <p>Does Not Meet: MPI $>$ DESE Floor Level AND did not improve by 3 MPI points compared to the previous year</p>	As reported in the MSIP6 District/Charter APR Summary Report	
ELA: Achievement (Student Groups)	<p>Exceeds: MPI exceeds SLPS by 20 points or more</p> <p>Meets: MPI exceeds SLPS by ≥ 5 points</p> <p>Partially Meets: MPI is within 5 points of SLPS</p> <p>Does Not Meet: MPI is not within 5 points of SLPS</p>	As reported in the MSIP6 District/Charter APR Summary Report	
ELA: Achievement Comparison to SLPS	<p>Exceeds: MPI exceeds SLPS by 20 points or more</p> <p>Meets: MPI exceeds 3+ comp schools by ≥ 5 points</p>	As reported in the MSIP6 District/Charter APR Summary Report	* Data for SLPS Student Groups for K-8 only are not publicly available, as of 3/5/24. Should these data become available, they will be included. Until then, they will not.
ELA: Achievement Comparison to SLPS (Student Groups)	<p>Exceeds: MPI exceeds 3+ comp schools by 20 points or more</p> <p>Meets: MPI exceeds 3+ comp schools by ≥ 5 points</p>	As reported in the MSIP6 District/Charter APR Summary Report	
ELA: Achievement Comparison		As reported in the MSIP6 District/Charter APR Summary Report	
* Comp Schools are -		Comparison Schools	

<p>ELA: Achievement Comparison (Student Groups) * Comp Schools are -</p>	<p>Partially Meets: MPI is within 5 points of or exceeds MPI of 3+ comp schools Does Not Meet: MPI is not within 5 points of 3+ comp schools</p>	<p>As reported in the MSIP6 District/Charter APR Summary Report <i>Comparison Schools</i></p>	
<p>Math: Achievement (All Students) * N/A for LEAs with $\geq 85\%$ Student Groups</p>	<p>Exceeds: MPI \geq DESE Target Level Meets: MPI \geq DESE On Track Level OR improved by 3 MPI points compared to the previous year Partially Meets: MPI \geq DESE Approaching Level AND did not improve by 3 MPI points compared to the previous year Does Not Meet: MPI $>$ DESE Floor Level AND did not improve by 3 MPI points compared to the previous year</p>	<p>As reported in the MSIP6 District/Charter APR Summary Report</p>	
<p>Math: Achievement (Student Groups)</p>	<p>Does Not Meet: MPI $>$ DESE Floor Level AND did not improve by 3 MPI points compared to the previous year</p>	<p>As reported in the MSIP6 District/Charter APR Summary Report</p>	
<p>Math: Achievement Comparison to SLPS</p>	<p>Exceeds: MPI exceeds SLPS by 20 points or more Meets: MPI exceeds SLPS by ≥ 5 points</p>	<p>As reported in the MSIP6 District/Charter APR Summary Report <i>SLPS</i></p>	<p>* Data for SLPS Student Groups for K-8 only are not publicly available, as of 3/5/24. Should these data become available, they will be included. Until then, they will not.</p>
<p>Math: Achievement Comparison to SLPS (Student Groups)</p>	<p>Partially Meets: MPI is within 5 points of SLPS Does Not Meet: MPI is not within 5 points of SLPS</p>	<p>As reported in the MSIP6 District/Charter APR Summary Report <i>SLPS</i></p>	
<p>Math: Achievement Comparison * Comp Schools are -</p>	<p>Exceeds: MPI exceeds 3+ comp schools by 20 points or more Meets: MPI exceeds 3+ comp schools by ≥ 5 points</p>	<p>As reported in the MSIP6 District/Charter APR Summary Report <i>Comparison Schools</i></p>	
<p>Math: Achievement Comparison (Student Groups) * Comp Schools are -</p>	<p>Partially Meets: MPI is within 5 points of or exceeds MPI of 3+ comp schools Does Not Meet: MPI is not within 5 points of 3+ comp schools</p>	<p>As reported in the MSIP6 District/Charter APR Summary Report <i>Comparison Schools</i></p>	
<p>Science: Achievement (All Students) * N/A for LEAs with $\geq 85\%$ Student Groups</p>	<p>Exceeds: MPI \geq DESE Target Level Meets: MPI \geq DESE On Track Level OR improved by 3 MPI points compared to the previous year Partially Meets: MPI \geq DESE Approaching Level AND did not improve by 3 MPI points compared to the previous year Does Not Meet: MPI $>$ DESE Floor Level AND did not improve by 3 MPI points compared to the previous year</p>	<p>As reported in the MSIP6 District/Charter APR Summary Report</p>	
<p>Science: Achievement (Student Groups)</p>	<p>Does Not Meet: MPI $>$ DESE Floor Level AND did not improve by 3 MPI points compared to the previous year</p>	<p>As reported in the MSIP6 District/Charter APR Summary Report</p>	
<p>Science: Achievement Comparison to SLPS</p>	<p>Exceeds: MPI exceeds SLPS by 20 points or more Meets: MPI exceeds SLPS by ≥ 5 points</p>	<p>As reported in the MSIP6 District/Charter APR Summary Report <i>SLPS</i></p>	<p>* Data for SLPS Student Groups for K-8 only are not publicly available, as of 3/5/24. Should these data become available, they will be included. Until then, they will not.</p>
<p>Science: Achievement Comparison to SLPS (Student Groups)</p>	<p>Partially Meets: MPI is within 5 points of SLPS Does Not Meet: MPI is not within 5 points of SLPS</p>	<p>As reported in the MSIP6 District/Charter APR Summary Report <i>SLPS</i></p>	
<p>Science: Achievement Comparison * Comp Schools are -</p>	<p>Exceeds: MPI exceeds 3+ comp schools by 20 points or more Meets: MPI exceeds 3+ comp schools by ≥ 5 points</p>	<p>As reported in the MSIP6 District/Charter APR Summary Report <i>Comparison Schools</i></p>	

Science: Achievement Comparison (Student Groups) * Comp Schools are -	Partially Meets: MPI is within 5 points of or exceeds MPI of 3+ comp schools Does Not Meet: MPI is not within 5 points of 3+ comp schools	As reported in the MSIP6 District/Charter APR Summary Report <i>Comparison Schools</i>	
Academic Growth	Targets and Ratings	Metric/Source	Notes/ Comments
ELA: Growth Statistical Significance Category (All)	Exceeds: Above Average Meets: Average and meets or exceeds Achievement Comparison to Comp Schools Partially Meets: Average and does not meet Achievement Comparison to Comp Schools Does Not Meet: Below Average	As reported in the MSIP6 District/Charter APR Summary Report	
ELA: Growth Statistical Significance Category (Student Groups)	Exceeds: Above Average Meets: Average and meets or exceeds Achievement Comparison to Comp Schools Partially Meets: Average and does not meet Achievement Comparison to Comp Schools Does Not Meet: Below Average	As reported on the District Report Card issued by DESE	
Math: Growth Statistical Significance Category (All)	Exceeds: Above Average Meets: Average and meets or exceeds Achievement Comparison to Comp Schools Partially Meets: Average and does not meet Achievement Comparison to Comp Schools Does Not Meet: Below Average	As reported in the MSIP6 District/Charter APR Summary Report	
Math: Growth Statistical Significance Category (Student Groups)	Exceeds: Above Average Meets: Average and meets or exceeds Achievement Comparison to Comp Schools Partially Meets: Average and does not meet Achievement Comparison to Comp Schools Does Not Meet: Below Average	As reported on the District Report Card issued by DESE	
Mission-Specific Academic Goal	Targets and Ratings	Metric/Source	Notes/ Comments
Target Languages: Growth	Exceeds: Average gain of ≥ 0.45 performance levels Meets: Average gain of ≥ 0.3 performance levels Does Not Meet: Average gain of ≥ 0.15 performance levels Far Below Standard: Average gain of < 0.15 performance levels	As measured by the AAPPL test, measured from April of the year prior to April of the 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

II. FINANCE

Near-Term Measures	Targets and Ratings	Metric/Source	Notes/ Comments
Current Ratio	Meets: ≥ 1.1, OR < 1.1 due to major capital expense Partially Meets: < 1.1 and ≥ 0.9 Does Not Meet: < 0.9	Current Assets/Current Liabilities per audited financials and ASBR	
Debt Default	Meets: No defaults and not delinquent on debt service payments Does Not Meet: One or more loan defaults and/or delinquent on debt service payments.	Number of loan payments missed or loans defaulted, as reported by the LEA	
Student Attendance	Meets: $\geq 90\%$ Partially Meets: $\geq 85\%$ and $< 90\%$ Does Not Meet: $< 85\%$	Proportional Attendance Rate as reported on the District Report Card issued by DESE	
Student Enrollment Variance	Meets: $\geq 95\%$ Partially Meets: $\geq 85\%$ and $< 95\%$ Does Not Meet: $< 85\%$	Actual Enrollment (October Count)/Projected Enrollment in Charter	
Sustainability Measures	Targets and Ratings	Metric/Source	Notes/ Comments
Debt to Asset Ratio	Meets: ≤ 0.9 Partially Meets: > 0.9 and ≤ 1.0 Does Not Meet: > 1.0	Total Liabilities/Total Assets per audited financials	
Percentage Fund Balance	Exceeds: $\geq 25\%$ Meets: $< 25\%$ and $\geq 10\%$ Partially Meets: $\geq 3\%$ and $< 10\%$ Does Not Meet: $< 3\%$	(Assets-Expenses)/Expenses per audited financials and ASBR	
Expenditures Less than Receipts for the Fiscal Year	Meets: ≤ 1 Does Not Meet: > 1	Expenditures/Revenue per audited financials and ASBR	
Financial Operations	Targets and Ratings	Metric/Source	Notes/ Comments
Meets financial reporting and compliance requirements	Meets: 100% compliant with charter contract and laws or in the process of being corrected through a CAP Partially Meets: One or more of the requirements was submitted late or not published as required OR either the audit Does Not Meet: Audit was not conducted by an independent auditor OR ASBR was not completed	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 ASBR by August 15; posting financial ledgers on website as required, maintain appropriate fiscal records, etc.	

<p>Operates in a fiscally sound and appropriate manner, assessing and maintaining adequate fiscal health</p>	<p>Meets: 100% compliant with charter contract and laws or in the process of being corrected through a CAP Partially Meets: The requirements were not completed more than one time Does Not Meet: The requirements were not completed more than two times</p>	<p>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</p>	
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<p>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</p>

III. LEARNING ENVIRONMENT

School Environment	Targets and Ratings	Metric/Source	Notes/ Comments
Complies with facilities and transportation requirements	<p>Meets: 100% Compliance or in the process of being corrected through a CAP</p> <p>Partially Meets: No more than two minor requirements are not met and no more than one material area is not met</p> <p>Does Not Meet: More than two minor requirements are not met OR more than one material area is not met</p>	Compliant with charter contract, laws, and in DESE audits/ monitoring: including but not limited to, ADA, inspections and records, permits, insurance, and transportation etc.	
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	<p>Meets: 100% Compliance or in the process of being corrected through a CAP</p> <p>Partially Meets: No more than two minor requirements are not met and no more than one material area is not met</p> <p>Does Not Meet: More than two minor requirements are not met OR more than one material area is not met</p>	Compliant with all local health, state and federal requirements, all disaster preparation requirements	
Student Retention	<p>Exceeds: $\geq 90\%$ retained</p> <p>Meets: $\geq 80\%$ retained</p> <p>Partially Meets: $\geq 75\%$ retained</p> <p>Does Not Meet: $< 70\%$ retained</p>	Percent of students reported in the previous year's October Report who are reported in the current year's October Report	
Education Program Compliance	Targets and Ratings	Metric/Source	Notes/ Comments
Implements the material terms of the education program as defined in the current charter contract	<p>Meets: School program is as described in charter and to parents</p> <p>Partially Meets: Most, but not all elements are as described</p> <p>Does Not Meet: Many elements are not as described</p>	The charter is implemented as described in the charter contract and as described to families	
Complies with applicable education requirements	<p>Meets: 100% compliant with charter contract and laws or in the process of being corrected through a CAP</p> <p>Partially Meets: No more than two minor requirements are not met and no more than one material area is not met</p> <p>Does Not Meet: More than two minor requirements are not met OR more than one material area is not met</p>	Compliant with charter contract, laws, and in DESE audits/ monitoring: including but not limited to, instructional days, graduation requirements, MLS, assessments, ESSA, screenings such as Dyslexia; McKinney-Vento; etc.	
Student Rights and Requirements	Targets and Ratings	Metric/Source	Notes/ Comments

<p>Protects the rights of students with disabilities</p>	<p>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 more than one material area is not met Does Not Meet: More than two minor requirements are not met OR more than one material area is not met</p>	<p>Compliant with charter contract, laws, and in DESE audits/ monitoring, including but not limited to policies, practices related to IDEA and Section 504</p>	
<p>Protects the rights of English Language Learner (ELL) students</p>	<p>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 more than one material area is not met Does Not Meet: More than two minor requirements are not met OR more than one material area is not met</p>	<p>Compliant with charter contract, laws, and in DESE audits/ monitoring, including but not limited to policies, practices related to Title VI of the Civil Rights Act</p>	

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IV. GOVERNANCE

State and Federal Accountability	Targets and Ratings	Metric/Source	Notes/ Comments
Operates in the best interest of its students and mission	<p>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</p>	Board decisions are directly connected to the mission of the school	
Maintains an active, involved board as described in their charter	<p>Meets: ≥ 90% of members attend and actively participate in 80% of meetings Partially Meets: ≥ 80% of members attend and actively participate in 80% of meetings Does Not Meet: < 80% of members attend and actively participate in 80% of meetings</p>	% attendance and active participation in meetings	
Complies with Board Governance Requirements	<p>Meets: 100% Compliance or in the process of being corrected through a CAP Partially Meets: No more than two minor requirements are not met and no more than one material area is not met Does Not Meet: More than two minor requirements are not met OR more than one material area is not met</p>	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.	
Trains and Develops the Board	<p>Meets: 100% of new board members receive the required training and 100% of returning board members complete at least 1 hour of annual training Partially Meets: < 100% of new board members receive the required training OR < 100% of returning board members complete at least 1 hour of annual training Does Not Meet: The board does not have a program for onboarding new members and/or training for returning board members</p>	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/year)	

Demonstrates Strong Board Accountability	<p>Meets: 100% Compliance or in the process of being corrected through a CAP</p> <p>Partially Meets: No more than two minor requirements are not met and no more than one material area is not met</p> <p>Does Not Meet: More than two minor requirements are not met OR more than one material area is not met</p>	Compliant with charter contract and laws for nonprofits 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.	
Operates Free of Conflict of Interest	<p>Meets: No conflicts of interest</p> <p>Does Not Meet: Conflict of interest is evident</p>	School business and expenses, including personnel, are made free of conflict of interest and directed toward meeting the mission of the school	
Monitors School Performance and Compliance	<p>Meets: 100% Compliance</p> <p>Partially Meets: No more than two minor requirements are not met and no more than one material area is not met</p> <p>Does Not Meet: More than two minor requirements are not met OR more than one material area is not met</p>	The Board requires and analyzes reports to monitor academic, financial and operational performance and compliance including accountability tracking documents, enrollment/attendance, academic achievement, etc.	
School Leader Accountability	Targets and Ratings	Metric/Source	Notes/ Comments
Holds Management Accountable	<p>Meets: Executive Director evaluated</p> <p>Does Not Meet: Executive School Leader is not evaluated</p>	The Board implements a transparent process for evaluating the school leader that includes evaluation of progress made on yearly school goals	
Compliance and Reporting	Targets and Ratings	Metric/Source	Notes/ Comments
Consistently abide by all State and Federal Laws	<p>Meets: 100% Compliance or in the process of being corrected through a CAP</p> <p>Partially Meets: No more than two minor requirements are not met and no more than one material area is not met</p> <p>Does Not Meet: More than two minor requirements are not met OR more than one material area is not met</p>		

Maintains appropriate records	<p>Meets: 100% Compliance or in the process of being corrected through a CAP</p> <p>Partially Meets: No more than two minor requirements are not met and no more than one material area is not met</p> <p>Does Not Meet: More than two minor requirements are not met OR more than one material area is not met</p>	Governance records and documentation are appropriately created and maintained	
Communicates with UMSL	<p>Meets: 100% of significant issues were communicated in a timely manner</p> <p>Does Not Meet: < 100% of significant issues were communicated in a timely manner</p>	The Board communicates in a timely manner with UMSL's sponsorship liaison about significant policy, personnel, school performance or legal issues	

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V. OPERATIONS AND ORGANIZATIONAL COMPLIANCE

Employee Rights and Requirements	Targets and Ratings	Metric/Source	Notes/ Comments
Respects employees' rights	<p>Meets: 100% compliant or in the process of being corrected through a CAP Partially Meets: No more than two minor requirements are not met and no more than one material area is not met Does Not Meet: More than two minor requirements are not met OR more than one material area is not met</p>	Compliant with charter contract, laws, and in DESE audits/ monitoring, including but not limited to policies, practices related to hiring, professional development, evaluation, collection and protection of personnel information; etc. Also review complaints filed.	
Completes Required Background Checks and FCSR	<p>Meets: 100% complete Does Not Meet: < 100% complete</p>	Assurance Statement	
Meets teacher and other staff credentialing requirements	<p>Meets: ≥ 80% core positions certified Does Not Meet: < 80% core positions certified</p>	As reported in the October Staff Assignment Report	
Compliance and Reporting	Targets and Ratings	Metric/Source	Notes/ Comments
Protects the rights of all students	<p>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 more than one material area is not met Does Not Meet: More than two minor requirements are not met OR more than one material area is not met</p>	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; appropriate use of federal funds; etc.	
Submits required data and reports to UMSL	<p>Meets: ≥ 90% submitted on time Partially Meets: ≥ 80% but < 90% submitted on time Does Not Meet: < 80% submitted on time</p>	Documents submitted to UMSL	

Complies with DESE reporting requirements and requests, including Core Data Submissions and Tiered Monitoring requirements	<p>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</p>	Core Data, MOSIS, Tiered Monitoring, and other reporting systems utilized by DESE	
Teacher Retention	Targets and Ratings	Metric/Source	Notes/ Comments
Retains Teachers (code 60) who meet expectations	<p>Exceeds: > 90% Meets: ≥ 85% retained Partially Meets: ≥ 75% retained Does Not Meet: < 75% retained</p>	Percent of teachers (code 60) 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	
Retains all Teachers (code 60)	<p>Exceeds: ≥ 80% Meets: ≥ 70% retained Partially Meets: ≥ 60% retained Does Not Meet: < 60% retained</p>	Percent of teachers (code 60) reported in the previous year's October Staff Assignment Report who are reported in the current year's October Staff Assignment Report	
Mission-Specific Operations and Org Compliance Goals	Targets and Ratings	Metric/Source	Notes/ Comments
Retains Administrators (Superintendent, Talent Director, Director of Special Programs, Operations Director, Principal, and Assistant Principals)	<p>Exceeds: ≥ 87% Meets: ≥ 75% retained Does Not Meet: ≥ 62% retained Far Below Standard: < 62% retained</p>	Total number of administrators (Superintendent, Talent Director, Director of Special Programs, Operations Director, Principal, and Assistant Principals) under contract anytime on or after the first day of school of the previous school year - (staff terminated by the school + staff not offered a contract for the coming school year due to poor performance + retirees)/(Total number of administrators returning the first day of school of the current school year - new administrators for the current school year)	
Retains Staff (all position codes)	<p>Exceeds: ≥ 80% Meets: ≥ 70% retained Does Not Meet: ≥ 60% retained Far Below Standard: < 60% retained</p>	Total number of staff under contract anytime on or after August 1 of the previous school year - (staff terminated by the school + staff not offered a contract for the coming school year due to poor performance + retirees)/(Total number of staff returning August 1 of the current school year - new staff members for the current school year)	

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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