

SY 2023
CUMULATIVE PERFORMANCE REVIEW
The Soulard School SCHOOL
Performance Contract 2020-2024

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

REVIEW SUMMARY

Findings (as of June 2, 2023, with more data still incoming):

- Section A: The Soulard School School has met the performance standards related to Governance.
- Section B: The Soulard School School has not met the performance standards related to School Leadership.
- Section C: The Soulard School School has met the performance standards related to Financial Operations.
- Section D: Still awaiting data to make a final determination, but all indicators suggest The Soulard School School will meet the performance standards related to Reporting.
- Section E: The Soulard School School has limited data available related to Academic Achievement and the Annual Performance Report (APR) due to the MAP test being canceled in the first year of this contract, and the second year not being used for accountability purposes. There is only one APR available (SY22).
 - The year of data available for accountability purposes (SY22) during this Performance Contract demonstrated strong outcomes for all students in ELA, and Math and Science.
 - Student Groups did not meet academic targets.
 - In SY22 TSS achieved a commendable APR: 83.
 - The Soulard School outperforms the resident district.
 - Because the one year of data available for accountability (SY22) is collected within such a small school, there is a lower rate of data reliability. UMSL will be looking to the coming year to better understand the trajectory of the school, as it relates to academic performance.

Conclusion:

As of June 7, 2023, The Soulard School School has met the terms of the Charter Contract with UMSL. This has been achieved during an incredibly challenging time to transition from an independent school to a public charter school.

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 The Soulard School 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				
		2020	2021	2022	2023	2024
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	Met	Met	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	Met	Met	TBD	
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. 	Not Met	Met	Met	Met	
A.4 Meetings are regularly scheduled and appropriately conducted.	<ul style="list-style-type: none"> ● Governance records. 	Met	Met	Met	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	Met	Met	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	Met	Met	Met	
A.7 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.	<ul style="list-style-type: none"> ● School leader evaluation document 	Met	Met	Met	Met	

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

B. School Leadership

For the term of this performance contract:

1. The Superintendent of The Soulard School 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				
		2020	2021	2022	2023	2024
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	Met	Met	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	Met	Met	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	Met	Met	Met	
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.	<ul style="list-style-type: none"> • Board Policies and documentation • Health and safety permits • Fiscal records • On-site observations and reports 	Met	Met	Met	Met	

Student Retention Rate: Enrollment from the beginning of the year to the end of the same year. Target: 85%					
	2020	2021	2022	2023	2024
Actual Rate	>85%	97%	87%	TBD	
Met or Not Met	Met	Met	Met	TBD	

Teacher Retention Rate : Percent of full time certified staff at the end of the school year who return the following year. Target: 80%					
	2020	2021	2022	2023	2024
Actual Rate	> 80%	82%	67%	TBD	
Met or Not Met	Met	Met	Not Met	TBD	

C. Financial Operations

The school depends on the board maintaining proper fiduciary responsibility. For the term of the charter, The Soulard School 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% in year one and 4% thereafter.**
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				
		2020	2021	2022	2023	2024
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	Met	Met	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	Partially Met	Met	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	Met	Met	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	Partially Met	Met	Met	

D. Reporting

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

	2020	2021	2022	2023	2024
Indicator 1: UMSL	Met	Partially Met (84%)	Met (100%)	TBD	
Indicator 2: DESE	Met	Met	Met	TBD	

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, The Arch Community 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 Standard 1-Standard 2: Academic Achievement

Measure	Annual Minimum Targets				
	2020	2021	2022	2023	2024
ELA MPI Target	320	325	330	335	340
Actual Score	N/A	337	401/342	TBD	
Met or Not Met	N/A	Met	Met	TBD	
ELA % Prof/Adv. Target	30%	34%	38%	42%	45%
Actual Score	N/A	49%	49%	TBD	
Met or Not Met	N/A	Met	Met	TBD	
Math MPI Target	310	315	254*	259	264
Actual Score	N/A	249	350/276	TBD	
Met or Not Met	N/A	Not Met	Met	TBD	
Math % Prof/Adv. Target	25%	29%	33%	37%	40%
Actual Score	N/A	29%	32%	TBD	
Met or Not Met	N/A	Met	Met	TBD	
Science MPI Target	300	305	310	315	320
Actual Score	N/A	310	397/326	TBD	
Met or Not Met	N/A	Met	Met	TBD	
Science % Prof/Adv. Target	25%	29%	33%	37%	40%
Actual Score	N/A	33%	NA	TBD	
Met or Not Met	N/A	Met	NA	TBD	

MSIP 5 Standard 1-Standard 2: Subgroup Achievement

Measure	Annual Minimum Targets				
	2020	2021	2022	2023	2024
ELA MPI Target	270	278	285	293	300
Actual Score	N/A	281	325/246	TBD	
Met or Not Met	N/A	Met	Not Met	TBD	
ELA % Prof/Adv. Target	10%	13%	15%	18%	20%
Actual Score	N/A	31%	14%	TBD	
Met or Not Met	N/A	Met	Met	TBD	
Math MPI Target	270	278	200*	205	210
Actual Score	N/A	181	280/191	TBD	
Met or Not Met	N/A	Not Met	Not Met	TBD	
Math % Prof/Adv. Target	10%	13%	13%*	15%	20%
Actual Score	N/A	5%	9%	TBD	
Met or Not Met	N/A	Not Met	Not Met	TBD	
Science MPI Target	270	278	210*	215	220
Actual Score	N/A	273	302/200	TBD	
Met or Not Met	N/A	Not Met	Not Met	TBD	
Science % Prof/Adv. Target	10%	13%	15%	18%	20%
Actual Score	N/A	33%	NA	TBD	
Met or Not Met	N/A	Met	NA	TBD	

* 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 The Soulard School 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.

**** MPIs in SY22: 1st Number is MPI calculated as Continuous MPI per MSIP 6; the 2nd number is the conversion to an MSIP5 calculation made to compare to Contract targets and determine if target met.

***** The MAP test was not administered in SY20 and was not to be used for accountability purposes in SY21.

MSIP 5 Standard 3: Attendance

- For the term of this performance contract, The Soulard School School will meet the following MSIP5 90/90 attendance targets:

Measure	Annual Minimum Target				
	2020	2021	2022	2023	2024
Percent of students with 90% attendance rate: Target	≥ 86%	≥ 87%	≥ 88%	≥ 89%	≥ 90%
Actual Percentage	90%	95%	86%	TBD	
Met or Not Met	Met	Met	Met	TBD	

Annual Performance Report (APR)

- For the term of this performance contract, The Soulard School School will meet the following MSIP5 APR targets:

Measure	Annual Minimum Target				
	2020	2021	2022	2023	2024
APR Percentage Target	N/A	N/A	≥ 70	≥ 70	≥ 70
APR Percentage	N/A	N/A	83	TBD	
Met or Not Met	N/A	N/A	Met	TBD	

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 The Soulard School School’s APR percentage averages below 70 for two or more years, The Soulard School School’s student achievement data shall 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.

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.