Demonstration of Sufficient Progress

DSP Evaluation

Charter Holder Name: International Commerce Secondary Schools, Inc.

School(s): International Commerce High School – Phoenix, Humanities and Sciences High School – Phoenix

Date Submitted: November 14, 2014

Site Visit Date: December 12, 2014

Purpose of Demonstration of Sufficient Progress:

☐ Annual Monitoring

☐ Interval Review

☐ Renewal

☒ Failing School

☐ Expansion Request

Academic Dashboard Year:

☒ FY2013

☒ FY2014

Evaluation Overview:

The following serves as an evaluation of the Demonstration of Sufficient Progress process and includes:

- An overall rating for each area of Curriculum, Monitoring Instruction, Professional Development, Assessment, Data, Graduation Rate, and Academic Persistence
    - Whether questions were sufficiently answered at the site visit
    - Whether documents provided by the Charter Holder serve as sufficient evidence of implementation of described processes

Area I: Data

School Name: International Commerce High School - Phoenix

Data for All Applicable Measures and Subgroups

1. What year-over-year comparative data demonstrates improved academic performance? Describe and provide data for each measure that does not meet the Board's standards in the relevant Academic Dashboards. Clearly label all data to demonstrate which measure(s) it addresses.

Measure	No Data Required	Data Required	Comparative Data Provided	Insufficient Comparative Data Provided	Data Does Demonstrate Improvement	Data Does Not Demonstrate Improvement
1a. Student Median Growth Percentile (SGP) – Math	☐	☒	☒	☐	☒	☐
1a. Student Median Growth Percentile (SGP) – Reading	☐	☒	☒	☐	☒	☐
1b. Improvement – Math	☐	☒	☒	☐	☒	☐
1b. Improvement – Reading	☐	☒	☒	☐	☒	☐
2a. Percent Passing – Math	☐	☒	☒	☐	☒	☐
2a. Percent Passing – Reading	☐	☒	☒	☐	☒	☐
2b. Subgroup, ELL – Math	☐	☒	☒	☐	☒	☐
2b. Subgroup, ELL – Reading	☐	☒	☒	☐	☒	☐
2b. Subgroup, FRL – Math	☐	☒	☒	☐	☒	☐
2b. Subgroup, FRL – Reading	☐	☒	☒	☐	☒	☐
2b. Subgroup, students with disabilities – Math	☐	☒	☒	☐	☒	☐
2b. Subgroup, students with disabilities – Reading	☐	☒	☒	☐	☒	☐
4a. High School Graduation Rate	☐	☒	☒	☐	☒	☐
4b. Academic Persistence	☐	☒	☒	☐	☒	☐

Valid and Reliable Data

2. How does the Charter Holder know that the data provided above is valid and reliable?

Question is Sufficiently Answered: ☒ Yes ☐ No

Conclusions Drawn From Data

3. What analysis has the Charter Holder conducted for each measure that does not meet the Board's academic performance expectations? What are the results from the analysis?

Question is Sufficiently Answered: ☒ Yes ☐ No

Area I: Data

School Name: Humanities and Sciences High School - Phoenix

Data for All Applicable Measures and Subgroups

2. What year-over-year comparative data demonstrates improved academic performance? Describe and provide data for each measure that does not meet the Board's standards in the relevant Academic Dashboards. Clearly label all data to demonstrate which measure(s) it addresses.

Measure	No Data Required	Data Required	Comparative Data Provided	Insufficient Comparative Data Provided	Data Does Demonstrate Improvement	Data Does Not Demonstrate Improvement
1a. Student Median Growth Percentile (SGP) – Math	☐	☒	☒	☐	☒	☐
1a. Student Median Growth Percentile (SGP) – Reading	☐	☒	☒	☐	☒	☐
1b. Student Median Growth Percentile (SGP) Bottom 25% – Math	☐	☒	☒	☐	☒	☐
1b. Student Median Growth Percentile (SGP) Bottom 25% – Reading	☐	☒	☒	☐	☒	☐
2a. Percent Passing – Math	☐	☒	☒	☐	☒	☐
2a. Percent Passing – Reading	☐	☒	☒	☐	☒	☐
2b. Subgroup, ELL – Math	☐	☒	☒	☐	☒	☐
2b. Subgroup, ELL – Reading	☐	☒	☒	☐	☒	☐
2b. Subgroup, FRL – Math	☐	☒	☒	☐	☒	☐
2b. Subgroup, FRL – Reading	☐	☒	☒	☐	☒	☐
2b. Subgroup, students with disabilities – Math	☐	☒	☒	☐	☒	☐
2b. Subgroup, students with disabilities – Reading	☐	☒	☒	☐	☒	☐
4a. High School Graduation Rate	☐	☒	☒	☐	☒	☐

Valid and Reliable Data

4. How does the Charter Holder know that the data provided above is valid and reliable?

Question is Sufficiently Answered: ☒ Yes ☐ No

Conclusions Drawn From Data

5. What analysis has the Charter Holder conducted for each measure that does not meet the Board's academic performance expectations? What are the results from the analysis?

Question is Sufficiently Answered: ☒ Yes ☐ No

DATA OVERALL RATING		
Evaluation of DSP Report		
Meets	**Does Not Meet**	**Falls Far Below**
☒	☐	☐
The area of Data is evaluated as Meets. The Charter Holder has, for each required measure, provided data and analysis generated from valid and reliable assessment sources that demonstrates comparative *improvement* year-over-year for at least the two most recent school years.		

Area II: Curriculum

Evaluating Curriculum

1. What is the Charter Holder's process for evaluating curriculum? How does the Charter Holder evaluate how effectively the curriculum enables students to meet the standards?

Question is Sufficiently Answered: ☒ Yes ☐ No

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

2. How does the Charter Holder identify gaps in the curriculum?

Question is Sufficiently Answered: ☒ Yes ☐ No

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

Adopting/Revising Curriculum

3. What is the Charter Holder's process for adopting or revising curriculum based on its evaluation processes?

Question is Sufficiently Answered: ☒ Yes ☐ No

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

4. Who is involved in the process for adopting or revising curriculum?

Question is Sufficiently Answered: ☒ Yes ☐ No

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

5. When adopting curriculum, how does the Charter Holder evaluate curriculum options to determine which curriculum to adopt?

Question is Sufficiently Answered: ☒ Yes ☐ No

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

Implementing Curriculum

6. What is the Charter Holder's process for ensuring consistent implementation of the curriculum across the school(s) operated by the Charter Holder?

Question is Sufficiently Answered: ☒ Yes ☐ No

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

7. What tools exist that identify what must be taught and when it must be delivered? How does the Charter Holder ensure that all grade-level standards are covered within the academic year?

Question is Sufficiently Answered: ☒ Yes ☐ No

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

8. What is the expectation for consistent use of these tools? How are these expectations communicated?

Question is Sufficiently Answered: ☒ Yes ☐ No

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

9. What evidence is there to demonstrate usage of these tools in the classroom and alignment with instruction?

Question is Sufficiently Answered: ☒ Yes ☐ No

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

Alignment of Curriculum

10. How does the Charter Holder know the curriculum is aligned to standards?

Question is Sufficiently Answered: ☒ Yes ☐ No

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

Adapted to Meet the Needs of Subgroups

11. How has the Charter Holder ensured that the curriculum addresses the needs of students with proficiency in the bottom 25%/non-proficient students?

Question is Sufficiently Answered: ☒ Yes ☐ No ☐ Not Applicable

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

☐ Not applicable

12. How has the Charter Holder ensured that the curriculum addresses the needs of English Language Learners (ELLs)?

Question is Sufficiently Answered: ☒ Yes ☐ No ☐ Not Applicable

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

☐ Not applicable

13. How has the Charter Holder ensured that the curriculum addresses the needs of Free and Reduced Lunch (FRL) students?

Question is Sufficiently Answered: ☐ Yes ☐ No ☒ Not Applicable

☐ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

☒ Not applicable

14. How has the Charter Holder ensured that the curriculum addresses the needs of students with disabilities?

Question is Sufficiently Answered: ☒ Yes ☐ No ☐ Not Applicable

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

☐ Not applicable

CURRICULUM OVERALL RATING

DSP Report Evaluation		
Meets	**Does Not Meet**	**Falls Far Below**
☒	☐	☐

The area of Curriculum is evaluated as Meets. As demonstrated by the evidence provided at the DSP site visit, the Charter Holder has consistently implemented a comprehensive curriculum system that addresses each of the following required elements:

- adopting/revising curriculum;
- implementing curriculum;
- evaluating curriculum;
- addressing the curriculum needs of relevant subgroup populations; and
- ensuring curriculum is aligned with Arizona's College and Career Ready Standards.

Area III: Assessment

Assessment System
1. What types of assessments does the Charter Holder use?
Question is Sufficiently Answered: ☒ Yes ☐ No
☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient. ☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient. ☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.
2. What was the process for designing or selecting the assessment system?
Question is Sufficiently Answered: ☒ Yes ☐ No
☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient. ☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient. ☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.
3. How is the assessment system aligned to the curriculum and instructional methodology?
Question is Sufficiently Answered: ☒ Yes ☐ No
☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient. ☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient. ☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

4. What intervals are used to assess student progress? How does the assessment plan include data collection from multiple assessments, such as formative and summative assessments and common/benchmark assessments?

Question is Sufficiently Answered: ☒ Yes ☐ No

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

Analyzing Assessment Data

5. How does the assessment system provide for analysis of assessment data? What intervals are used to analyze assessment data?

Question is Sufficiently Answered: ☒ Yes ☐ No

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

6. How is the analysis used to evaluate instructional and curricular effectiveness?

Question is Sufficiently Answered: ☒ Yes ☐ No

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

7. How is the analysis used to adjust curriculum and instruction in a timely manner? What intervals are used to adjust curriculum and instruction?

Question is Sufficiently Answered: ☒ Yes ☐ No

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

Adapted to Meet the Needs of Subgroups

8. How is the assessment system adapted to meet the assessment needs of students with proficiency in the bottom 25%/non-proficient students?

Question is Sufficiently Answered: ☒ Yes ☐ No ☐ Not Applicable

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

☐ Not applicable

9. How is the assessment system adapted to meet the assessment needs of English Language Learners (ELLs)?

Question is Sufficiently Answered: ☒ Yes ☐ No ☐ Not Applicable

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

☐ Not applicable

10. How is the assessment system adapted to meet the assessment needs of Free and Reduced Lunch (FRL) students?

Question is Sufficiently Answered: ☐ Yes ☐ No ☒ Not Applicable

☐ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

☒ Not applicable

11. How is the assessment system adapted to meet the assessment needs of students with disabilities?		
Question is Sufficiently Answered: ☒ Yes ☐ No ☐ Not Applicable		
☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient. ☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient. ☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes. ☐ Not applicable		
ASSESSMENT OVERALL RATING		
DSP Report Evaluation		
Meets ☒	**Does Not Meet** ☐	**Falls Far Below** ☐
The area of Assessment is evaluated as Meets. As demonstrated by the evidence provided at the DSP site visit, the Charter Holder has consistently implemented a comprehensive assessment system that addresses each of the following required elements: • assessing student performance based on clearly defined performance measures aligned with the curriculum and instructional methodology using data collection from multiple assessments, such as formative and summative assessments and common/benchmark assessments; • addressing the assessment needs of relevant subgroup populations; • analyzing assessment data to evaluate instructional and curricular effectiveness; and • adjusting curriculum and instruction in a timely manner based on assessment results.		

Area IV: Monitoring Instruction

Monitoring the Integration of Standards

1. What is the Charter Holder's process for monitoring the integration of standards into classroom instruction? How does the Charter Holder monitor whether or not instructional staff implements an ACCRS-aligned curriculum with fidelity?

Question is Sufficiently Answered: ☒ Yes ☐ No

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

2. How does the Charter Holder monitor the effectiveness of standards-based instruction throughout the year?

Question is Sufficiently Answered: ☒ Yes ☐ No

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

Evaluating Instructional Practices

3. What is the Charter Holder's process for evaluating the instructional practices? How does this process evaluate the quality of instruction?

Question is Sufficiently Answered: ☒ Yes ☐ No

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

4. How does this process identify individual strengths, weaknesses, and needs?
Question is Sufficiently Answered: ☒ Yes ☐ No
☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient. ☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient. ☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.
Providing Analysis and Feedback to Further Develop Instructional Quality
5. How does the Charter Holder provide feedback on strengths, weaknesses, and learning needs based on the evaluation of instructional practices?
Question is Sufficiently Answered: ☒ Yes ☐ No
☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient. ☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient. ☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.
6. How does this Charter Holder analyze this information? What does the data about quality of instruction tell the Charter Holder? What has the Charter Holder done in response?
Question is Sufficiently Answered: ☒ Yes ☐ No
☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient. ☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient. ☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

Adapted to Meet the Needs of Subgroups

7. How does the Charter Holder monitor instruction to ensure it is meeting the needs of students with proficiency in the bottom 25%/non-proficient students?

Question is Sufficiently Answered: ☒ Yes ☐ No ☐ Not Applicable

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

☐ Not applicable

8. How does the Charter Holder monitor instruction to ensure it is meeting the needs of English Language Learners (ELLs)?

Question is Sufficiently Answered: ☒ Yes ☐ No ☐ Not Applicable

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

☐ Not applicable

9. How does the Charter Holder monitor instruction to ensure it is meeting the needs of Free and Reduced Lunch (FRL) students?

Question is Sufficiently Answered: ☐ Yes ☐ No ☒ Not Applicable

☐ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

☒ Not applicable

10. How does the Charter Holder monitor instruction to ensure it is meeting the needs of students with disabilities?		
Question is Sufficiently Answered: ☒ Yes ☐ No ☐ Not Applicable		
☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient. ☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient. ☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes. ☐ Not applicable		
MONITORING INSTRUCTION OVERALL RATING		
DSP Report Evaluation		
Meets ☒	**Does Not Meet** ☐	**Falls Far Below** ☐
The area of Monitoring Instruction is evaluated as Meets. As demonstrated by the evidence provided at the DSP site visit, the Charter Holder has consistently implemented a comprehensive instructional monitoring system that addresses each of the following required elements: • monitoring the integration of Arizona's College and Career Ready Standards into instruction; • evaluating instructional practices; • evaluating instructional practices targeted to address the needs of relevant subgroup populations; and • providing analysis and feedback to further develop instructional quality and standards integration.		

Area IV: Professional Development

Professional Development System
1. What is the Charter Holder's professional development plan?
Question is Sufficiently Answered: ☒ Yes ☐ No
☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient. ☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient. ☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.
2. How was the professional development plan developed?
Question is Sufficiently Answered: ☒ Yes ☐ No
☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient. ☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient. ☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.
3. How is the professional development plan aligned with instructional staff learning needs?
Question is Sufficiently Answered: ☒ Yes ☐ No
☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient. ☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient. ☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.
4. How does this plan address areas of high importance?
Question is Sufficiently Answered: ☒ Yes ☐ No
☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient. ☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient. ☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

Supporting High Quality Implementation

5. How does the Charter Holder support high quality implementation of the strategies learned in professional development sessions?

Question is Sufficiently Answered: ☒ Yes ☐ No

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

6. How does the Charter Holder provide the resources that are necessary for high quality implementation?

Question is Sufficiently Answered: ☒ Yes ☐ No

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

Monitoring Implementation

7. How does the Charter Holder monitor the implementation of the strategies learned in professional development sessions?

Question is Sufficiently Answered: ☒ Yes ☐ No

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

8. How does the Charter Holder monitor and follow-up with instructional staff to support and develop implementation of the strategies learned in professional development?

Question is Sufficiently Answered: ☒ Yes ☐ No

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

Adapted to Meet the Needs of Subgroups

9. How does the professional development plan ensure that instructional staff receives the type of development required to meet the needs of students with proficiency in the bottom 25%/non-proficient students?

Question is Sufficiently Answered: ☒ Yes ☐ No ☐ Not Applicable

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

☐ Not applicable

10. How does the professional development plan ensure that instructional staff receives the type of development required to meet the needs of English Language Learners (ELLs)?

Question is Sufficiently Answered: ☒ Yes ☐ No ☐ Not Applicable

☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

☐ Not applicable

11. How does the professional development plan ensure that instructional staff receives the type of development required to meet the needs of Free and Reduced Lunch (FRL) students?

Question is Sufficiently Answered: ☐ Yes ☐ No ☒ Not Applicable

☐ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient.

☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient.

☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

☒ Not applicable

12. How does the professional development plan ensure that instructional staff receives the type of development required to meet the needs of students with disabilities?		
Question is Sufficiently Answered: ☒ Yes ☐ No ☐ Not Applicable		
☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient. ☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient. ☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes. ☐ Not applicable		
PROFESSIONAL DEVELOPMENT OVERALL RATING		
DSP Report Evaluation		
Meets ☒	**Does Not Meet** ☐	**Falls Far Below** ☐
The area of Professional Development is evaluated as Meets. As demonstrated by the evidence provided at the DSP site visit, the Charter Holder has consistently implemented a comprehensive professional development system that addresses each of the following required elements: • providing professional development that is aligned with instructional staff learning needs and focuses on areas of high importance; • providing professional development that addresses the needs of relevant subgroup populations; • supporting high quality implementation of the strategies learned in professional development; and • monitoring and providing follow-up to support and develop implementation of the strategies learned in professional development.		

Area VI: Graduation Rate

Ensuring Students in Grades 9-12 Graduate On Time
1. How does the Charter Holder monitor and follow up on student progress toward completing courses to meet graduation requirements?
Question is Sufficiently Answered: ☒ Yes ☐ No
☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient. ☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient. ☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.
2. How does the Charter Holder identify students that are not successfully progressing through required courses?
Question is Sufficiently Answered: ☒ Yes ☐ No
☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient. ☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient. ☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.
3. How does the Charter Holder provide additional academic supports to remediate academic problems for struggling students?
Question is Sufficiently Answered: ☒ Yes ☐ No
☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient. ☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient. ☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.
4. What data can the Charter Holder provide to demonstrate that these strategies are effective?
Question is Sufficiently Answered: ☒ Yes ☐ No
☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient. ☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient. ☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

GRADUATION RATE OVERALL RATING		
DSP Report Evaluation		
Meets ☒	**Does Not Meet** ☐	**Falls Far Below** ☐
The area of Graduation Rate is evaluated as Meets. As demonstrated by the evidence provided at the DSP site visit, he Charter Holder has consistently implemented a system for ensuring students in grades 9-12 graduate on time that addresses each of the following required elements: • individual student plans for academic and career success which are monitored, reviewed and updated annually; and • strategies to address early academic difficulty.		

Area VII: Academic Persistence

System for Keeping Students Motivated and Engaged in School
1. How does the Charter Holder identify students who are at risk of dropping out or failing?
Question is Sufficiently Answered: ☒ Yes ☐ No
☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient. ☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient. ☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.
2. What strategies does the Charter Holder utilize to address student challenges to completing/continuing their education?
Question is Sufficiently Answered: ☒ Yes ☐ No
☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient. ☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient. ☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.
3. How does the Charter Holder evaluate these strategies to determine effectiveness?
Question is Sufficiently Answered: ☒ Yes ☐ No
☒ Documents presented serve as detailed evidence of implementation of each of the relevant described processes, and thus are evaluated as sufficient. ☐ Documents presented serve as limited evidence of implementation of each of the relevant described processes, and thus are evaluated as insufficient. ☐ The Charter Holder failed to provide relevant documentation that can serve as evidence of implementation of described processes.

ACADEMIC PERSISTENCE OVERALL RATING		
DSP Report Evaluation		
Meets ☒	**Does Not Meet** ☐	**Falls Far Below** ☐
The area of Academic Persistence if evaluated as Meets. As demonstrated by the evidence provided at the DSP site visit, the Charter Holder has consistently implemented a system for keeping students motivated and engaged in school that addresses each of the following required elements: • measuring levels of engagement; and • providing timely interventions for students who demonstrate potential for disengagement.		

Evaluation Summary			
Area	**Evaluation of DSP**		
	Meets	**Does Not Meet**	**Falls Far Below**
Data	☒	☐	☐
Curriculum	☒	☐	☐
Assessment	☒	☐	☐
Monitoring Instruction	☒	☐	☐
Professional Development	☒	☐	☐
Graduation Rate	☒	☐	☐
Academic Persistence	☒	☐	☐