
AGENDA ITEM: Revisions to the Academic Performance Framework for FY 2016

Issue

Staff is requesting that the Board approve the recommendation of the Academic Performance Framework Subcommittee to suspend use of the Performance Management Plan in FY 2016 while revisions are being made to the Academic Performance Framework and Guidance document to align the Board's intervention schedule with state and federal accountability requirements.

Background

Charter Holders operating schools that have received an overall rating of "Does Not Meet Standard", "Falls Far Below Standard", or "No Rating" on the Academic Performance Framework in the most recent year are assigned required information, either a Demonstration of Sufficient Progress (DSP) or a Performance Management Plan (PMP). Charter Holders are assigned a PMP upon their first annual academic monitoring with an overall rating of "Does Not Meet Standard", "Falls Far Below Standard", or "No Rating" or at the time of their five-year interval review if they do not meet the Academic Performance Expectations and have not previously been assigned a PMP.

The Performance Management Plan is an improvement plan and an accountability agreement between the Charter Holder and the Board for the academic performance of schools operated by the Charter Holder. The PMP includes a comprehensive, detailed, implementable plan in the following areas: Curriculum, Assessment, Monitoring Instruction, Professional Development, and Data. Each area requires detailed action steps with the following components: Essential Details, Responsible Party(ies), Intervals, and Evidence of Meeting Action Step.

Board staff held a focus group meeting in July 2015 to get feedback on use of the PMP and the template. Based on the feedback received and staff recommendations, the Board approved the following changes at its September 2015 regular meeting:

- Differentiated use of the intervention schedule based on prior year academic required information and with opportunities for revisions to prior year submittals
- Revisions to the guiding questions, instructions and template for the PMP
- Optional meetings between Board staff and Charter Holders

Based on the revisions approved by the Board in September 2015, 47 Charter Holders were required to submit PMPs in FY 2016. As of March 1, 2016, Board staff has reviewed all PMP submissions and is prepared to return the evaluations to Charter Holders with feedback included.

At its February 25, 2015 meeting, the Academic Performance Framework Subcommittee again considered revisions to the Academic Performance Framework and Guidance document for fiscal years 2016, 2017, and 2018 ongoing. Recommendations considered by the Subcommittee were informed by three focus groups held in November and December 2015. The recommendations were focused on aligning the Board's Academic Performance Framework and Guidance with state and federal accountability requirements to reduce duplicative processes, clearly define expectations and focusing resources on bottom performers.

As the Board revises its Academic Performance Framework and Guidance and is also in the processes of drafting rules for its framework, the Subcommittee recommends that the Board suspend use of the PMP

in Board decision-making in FY 2016 and return PMPs submitted in the current fiscal year with feedback only and no rating. At this time, staff is requesting that the Board take action to approve the Subcommittee's recommendation for FY 2016 with a plan to bring forward the recommendations for FY 2017 and FY 2018 at a later date.

Board Options

1. Approve the FY 2016 revisions as recommended by the Subcommittee and included in this staff report.
2. Approve the FY 2016 revisions as presented with the incorporation of the modifications discussed (provide specific information as necessary).
3. Request the Subcommittee further consider modification to the Academic Performance Framework for FY 2016 related to (provide a specific charge for the Subcommittee) and bring a recommendation back to the full Board.