

---

**AGENDA ITEM: Compliance Matters – Performance Management Plans****Issue**

The charter holders listed on the agenda failed to submit their Performance Management Plans, which were due on September 1, 2011.

**Background**

A.R.S. §15-183(l)(3) requires charter school sponsors to review the charter at five-year intervals. In accordance with the [Board's Site Visits & Reviews Policy Statement](#), a site visit will be conducted for a charter school whose student achievement results do not meet the Board's level of adequate academic performance (LAAP). During the visit, Board policy requires staff to conduct an interview with the school's leadership team to discuss the school's achievement results as they relate to the Board's LAAP and Arizona school accountability system and to assign a corrective action plan in the form of a performance management plan (PMP).

As part of the five-year interval review process, on May 4, 2011, Board staff notified 47 charter holders that the academic performance of their schools did not meet or demonstrate sufficient progress toward the Board's LAAP and that they would be required to submit a PMP by September 1, 2011. During May and June 2011, site visits were conducted with each charter holder's leadership team to explain the terms of the PMP. During these visits, the teams were provided with the supportive documents that they would need in order to create the PMP and provided with technical assistance in how to draft the PMP.

Of the 47 charter holders required to submit a PMP as part of their five-year interval reviews, 44 charter holders timely uploaded their PMPs online by September 1<sup>st</sup>. As of September 6<sup>th</sup>, the following charter holders have still failed to submit their PMPs:

- Academy with Community Partners, Inc.
- [Kestrel Schools, Incorporated](#)
- Old Pueblo Children's Academy

**Board Options**

1. The Board may direct staff to monitor each charter holder's progress in submitting its performance management plan and provide additional updates as they become available
2. The Board may find the charter holders are in noncompliance with their charter contract as a result of their failure to submit the performance management plan as directed by the Board and, under A.R.S. § 15-185(H), approve withholding up to 10% of each charter holder's monthly State aid apportionment until the performance management plan is submitted.

**Staff's Recommendation**

Staff's recommendation is Option #2.