



Performance Contract 2022 – 2027 - July 2023 Update

Goal: Academics	Status 22-23
Goal 1 ELA: Annually, there will be a 2.5% decrease in the percentage of students who are in the Below Basic category on the English Language Arts (ELA) MAP.	Individual student data recently released to DRC platform - currently analyzing data
Goal 1 Math: Annually, there will be a 3.7% decrease in the percentage of students who are in the Below Basic category on the Math MAP test.	Individual student data recently released to DRC platform - currently analyzing data
Goal 2 ELA: AFIA will earn an NCE score of greater than 50 using Missouri's NCE model.	Data not released by state yet.
Goal 2 Math: AFIA will earn an NCE score of greater than 50 using Missouri's NCE model.	Data not released by state yet.
Goal 3 ELA: Over 50% of students in 1 st and 2 nd grade will meet or exceed their projected RIT growth on the NWEA primary reading assessment.	Goal Not Met 1st: 29% 2nd: 48% Overall: 40%
Goal 3 Math: Over 50% of students in 1 st and 2 nd grade will meet or exceed their projected RIT growth on the NWEA primary mathematics assessment.	Goal Not Met 1st: 18% 2nd: 48% Overall: 33%

Goal: Instructor/Teacher Quality	
Goal 1 Demonstration of Learning: Over 80% of AFIA teachers who have completed at least two years of teaching at AFIA, will score a Proficient Score in the area of Demonstration of Learning on the TNTP Teaching Rubric.	Goal Not Met: 67%
Goal 1 Arts Integration: Over 80% of AFIA teachers who have two or more years of experience at AFIA, will score a Proficient Score in the area of Arts Integration on the Arts Integration Rubric created by AFIA (modeled after the TNTP rubric and arts integration checklist and created through the pilot we implemented over the 2019-2021 school years).	Goal Not Met (but close): 78%
Goal 2: Over 80% of teachers who score Proficient on the Demonstration of Learning rubric will be retained each year.	Goal Met: 83%
Family Engagement	
Goal 1: Over 80% of AFIA families will participate in family teacher conferences (held in October and February)	Goal Met October: 88% February: 84%
Goal 2: Scores on the family post conference survey will be over 80% favorable (agree or strongly agree) on at least 80% of the questions.	Goal Met: 100%
Goal 2: Family participation rates on the survey will exceed 50%.	Goal Met: 57%
Social Emotional	
Goal 1: Create an inclusive, safe learning environment for all students and staff, resulting in a decrease of behavior referrals by 20% from BOY to EOY. For this goal, BOY is defined as the first six weeks of school and the EOY is defined as the last six weeks of school.	Goal Not Met: Increase in behavior referrals
Goal: Instructor/Teacher Quality	
Goal 1 Board: The AFIA Board of Directors will develop a formal succession plan for the Board of Directors by August 2022.	Goal Met
Goal 1 Leadership Team: The AFIA Board of Directors will develop a formal succession plan for the AFIA Leadership team by August 2023.	In process: On track to meet

Goal 2: 80% of the Board of Directors will attend 80% of the meetings.	Goal Met: 88%
Goal 3: Goal 3: Once a year, the Board of Directors will: <ul style="list-style-type: none"> • Self-assess their effectiveness • Identify and agree upon no less than two strength areas and two growth areas <ul style="list-style-type: none"> ◦ Develop measurable goals based on the growth areas 	Goal Met

Supporting Information

Academic Performance

Academic Goal 1: Missouri Assessment Program (MAP) Grade-Level Assessments:

- Annually, there will be a 2.5% decrease in the percentage of students who are in the Below Basic category on the English Language Arts (ELA) MAP.
- Annually, there will be a 3.7% decrease in the percentage of students who are in the Below Basic category on the Math MAP test.

Benchmarks to meeting Academic Goal 1:

Decrease in percentage of students in Below Basic

Content Area	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
ELA	2.5%	2.5%	2.5%	2.5%	2.5%
Math	3.7%	3.7%	3.7%	3.7%	3.7%

DATA RELATED TO THIS GOAL WILL BE ADDED HERE

Academic Goal 2 Missouri Assessment Program (MAP) Grade-Level Assessments:

- AFIA will earn an NCE score of greater than 50 using Missouri's NCE model.

DATA RELATED TO THIS GOAL WILL BE ADDED HERE.

Academic Goal 3: Northwestern Evaluation Association Measures of Academic Performance (NWEA MAP) Assessments

In 1st and 2nd grades:

- Over 50% of students will meet or exceed their projected RIT growth on the NWEA primary reading assessment.
- Over 50% of students will meet or exceed their projected RIT growth on the NWEA primary mathematics assessment.

Goal Not Met

NWEA Data	Percentage of students who met or exceeded projected RIT growth	
Subject	Reading	Math
1st Grade	29%	18%
2nd Grade	48%	48%
Overall	40%	33%

Instruction/Teacher Quality Goal 1

Goal Not Met	
Instruction/Teacher Quality Goal	Data for the 2022 - 2023 school year
Goal 1: Over 80% of AFIA teachers who have completed at least two years of teaching at AFIA, will score a Proficient Score in the area of Demonstration of Learning on the TNTP Teaching Rubric.	Did not meet 67% of teachers who completed at least two years of teaching at AFIA scored a proficient score or higher in the area of Demonstration of Learning on the TNTP rubric.
Goal 1: Over 80% of AFIA teachers who have two or more years of experience at AFIA, will score a Proficient Score in the area of Arts Integration on the Arts Integration Rubric created by AFIA (modeled after the TNTP rubric and arts integration checklist and created through the pilot we implemented over the 2019-2021 school years).	Did not meet 78% of teachers who completed at least two years of teaching at AFIA scored a proficient score or higher in the area of Arts Integration on the Arts Integration Rubric created by AFIA.

Instruction/Teacher Quality Goal 2

Goal Met	
Instruction/Teacher Quality Goal	Data for the 2022 - 2023 school year
Goal 2: Over 80% of teachers who score Proficient on the Demonstration of Learning rubric will be retained each year.	83% of teachers who scored Proficient on the Demonstration of Learning rubric were retained and will be teaching at AFIA in the 2023 - 2024 school year.

Family Engagement Goal 1

- Over 80% of AFIA families will participate in family teacher conferences (held in October and February)

Goal Met	
October Data	February Data
88% of families attended family teacher conferences	84% of families attended family teacher conferences

Family Engagement Goal 2

Goal Met	
Scores on the family post conference survey will be over 80% favorable (agree or strongly agree) on at least 80% of the questions.	Family participation rates on the survey will exceed 50%.
100% of the scores on the family post conference survey were over 80% favorable (agree or strongly agree) on 100% of the questions.	There are 184 families at AFIA and 104 responded to the survey: 57% response rate

Social Emotional Learning Goal 1

- Create an inclusive, safe learning environment for all students and staff, resulting in a decrease of behavior referrals by 20% from BOY to EOY. For this goal, BOY is defined as the first six weeks of school and the EOY is defined as the last six weeks of school.

Metric: Data from the DESSA, Student Success Team, Red Flag Meeting agendas and behavioral referrals

Goal Not Met	
Weeks	Number of incidents
First six weeks	53
Last six weeks	74

Board Engagement Goal 1:

- The AFIA Board of Directors will develop a formal succession plan for the Board of Directors by August 2022.

Goal Met
This plan was included in the charter renewal document . Please see pages 23 - 28.

- The AFIA Board of Directors will develop a formal succession plan for the AFIA Leadership team by August 2023.

Goal in Process
This plan is in process and will be shared in August 2023.

- Measurement Tool/Evidence: Minutes from the meetings in which this takes place and a copy of the succession plan and supporting documents.

Board Engagement Goal 2:

- 80% of the Board of Directors will attend 80% of the meetings.
- Measurement Tool: Attendance tracked through minutes

Goal Met
Of the current board members, 88% of the Board of Directors attended at least 80% of the meetings.

Board Engagement Goal 3:

Once a year, the Board of Directors will:

- Self-assess their effectiveness
- Identify and agree upon no less than two strength areas and two growth areas
 - Develop measurable goals based on the growth areas
- Measurement Tool/Evidence: Minutes and artifacts from the meetings in which this takes place

Goal Met		
Date	Item	Important Links
Fall, 2022	Board completed the annual self-assessment (Governance profile)	
October 18, 2022	Governance Committee discussed action steps related to the governance profile	Minutes from governance meeting
October 27, 2022	Kent Peterson joined the AFIA board meeting to review the results of the governance profile with the board	Governance Profile Results Minutes from the meeting
November 3, 2022	<p>The board held a board retreat on November 3, 2022 and used the data from the Governance Profile Self-Assessment to determine the following strength and growth areas</p> <p>Strength Areas:</p> <ul style="list-style-type: none">• Finances – The Board ensures finances are well-managed and supports financial and other initiatives necessary for continued success• Commitment – The Board is committed to the mission, the well-being of teachers, staff, students and shows up consistently and participates in meetings <p>Growth Areas:</p> <ul style="list-style-type: none">• Diversity – the Board needs more diversity to offer different	Minutes from the board retreat

	<p>perspectives, representation, and expertise</p> <ul style="list-style-type: none"> • Engagement – the Board needs to facilitate more opportunities to allow for engagement with staff and families 	
January 26, 2023	<p>The governance committee met and discussed the following goals:</p> <ul style="list-style-type: none"> a. 2022 Goals <ul style="list-style-type: none"> i. The Board completed the Governance Profile and agreed upon two strength areas and two growth areas: Diversity and Engagement <ul style="list-style-type: none"> 1. The Board is committed to building a Board of more diversity to offer different perspectives, representation and expertise <ul style="list-style-type: none"> a. The Board brainstormed several ideas of individuals and organizations that could support this goal 2. The Board is committed to facilitating more opportunities to allow for engagement with staff and families <ul style="list-style-type: none"> a. The Board brainstormed opportunities to attend events with parents/students and identified some possible resources and programs to help connect b. 2023 Goals <ul style="list-style-type: none"> i. The AFIA Board of Directors will develop a formal succession plan for the AFIA Leadership team by August 2023 <ul style="list-style-type: none"> 1. The Executive Director has a coach through Ed Fuel and will put together a plan for Board oversight and guidance c. DEI Training <ul style="list-style-type: none"> i. The Board will engage in DEI training with an external facilitator and has scheduled dates at the 	<p>Minutes from meeting</p>

	upcoming Board meetings in February, April and May	
March 28, 2023	<p>The governance committee met and discussed the following goals: Board Training</p> <ul style="list-style-type: none"> a. Goals <ul style="list-style-type: none"> i. Board Diversity <ul style="list-style-type: none"> 1. Review of ideas for individuals and organizations that could support this goal – brainstormed ideas for connecting with additional individuals ii. Family Engagement <ul style="list-style-type: none"> 1. Review of opportunities for events with parents/students and possible resources and programs to help connect – identifying final dates for Spring Fling and 10-year Celebration iii. Formal succession plan for the AFIA Leadership team (by August 2023) <ul style="list-style-type: none"> 1. The Executive Director is putting together a plan for Board oversight and guidance 2. <u>Action Item</u>: E.D. to send to the Board by May or June b. DEI Training <ul style="list-style-type: none"> i. February, April and May ii. <u>Action Item</u>: Gov. Chair to update Training Log 	Minutes from meeting
February - May, 2023	The board engaged in DEI training with an external consultant in February, April and May 2023. The board has articulated a need to diversify the board.	

