

**PERFORMANCE AND ACCOUNTABILITY PLAN – ORGANIZATIONAL - OPERATIONAL AND GOVERNANCE/LEGAL PERFORMANCE GOALS**

**OVERVIEW:**

The Performance Accountability Plan sets out the performance standards and/or performance requirements as measured annually. The Performance areas include Academic, Financial, Organizational/Operations and Governance/Legal.

**ERCO EVALUATES FINANCIAL VIABILITY IN THE FOLLOWING INDICATORS:**

1. SCHOOL WIDE ENVIRONMENT IS CONDUCIVE FOR LEARNING
2. THE SCHOOL COMPLIES WITH FACILITIES REQUIREMENTS
3. THE SCHOOL COMPLIES WITH REPORTING REQUIREMENTS
4. TIMELY RESPONSIVENESS FROM SCHOOL LEADERS
5. THE SCHOOL COMPLIES WITH HEALTH AND SAFETY REQUIREMENTS
6. THE SCHOOL COMPLIES WITH HEALTH AND SAFETY REQUIREMENTS
7. THE SCHOOL COMPLIES WITH BOARD GOVERNANCE AND REQUIREMENTS
8. THE SCHOOL COMPLIES WITH LAWS BOTH FEDERAL AND STATE, BINDING CONTRACTS, AND OTHER LEGAL REQUIREMENTS

**ERCO EVALUATES THE SCHOOL WITH THE FOLLWING RATE SCALE, AND WITH THE BELOW MEASUREMENTS AND METRICS:**

- EXCEEDS EXPECTATIONS = 4 Pts.
- MEETS EXPECTATIONS = 3 Pts.
- APPROACHES EXPECTATION = 2 Pts.
- BELOW EXPECTATIONS: = 1 Pt.

**EXCEEDS EXPECTATIONS:** The school facility was consistently observed to be clean orderly and well maintained. Discipline and a culture of respect for people and property were consistently observed in common areas including hallways, lunchrooms, restrooms, etc.

Some Organizational, Operations and Legal indicators are Not Applicable for an Exceeds Expectation rating.

**MEETS EXPECTATIONS:** The school facility was observed to be moderately clean, orderly, and well-maintained. Discipline and a culture of respect for people and property are, for the most part, exhibited in common areas including hallways, lunchrooms, restrooms, etc. The school materially complies with applicable laws, rules, regulations and provisions of the charter contract relating to the school facilities, grounds, and transportation, including but not limited to: Fire inspections and related records; Viable certificate of occupancy or other required building use

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authorization; Documentation of requisite insurance coverage; Safety plan; and security. The school materially complies with applicable laws, rules, regulations and provisions of the charter contract relating to safety and the provision of health-related services, including but not limited to: Appropriate response to student health concerns; Food service requirements. The school materially complies with applicable laws, rules, regulations and provisions of the charter contract relating to relevant reporting requirements to the authorizer and the Ohio Department of Education, including but not limited to: EMIS and SOES data; Attendance and enrollment reporting; Compliance and oversight; Additional information requested by the authorizer, such as CAPs, SIPs, CMPs, probationary responses, etc.

The school contacts responded within requested timeframes, and/or any delayed responses in any year of the current contract term were excused by the sponsor upon documentation of extraordinary circumstances.

The school materially complies with applicable laws, rules, regulations, and provisions of the charter contract relating to governance by its board, including but not limited to: board policies, including those related to oversight of an Education Service Provider (ESP) or management company, if applicable; Board by-laws; State open meeting laws; code of ethics; conflicts of interest; Board composition and/or membership rules ; timely submission of approved board meeting minutes; Preparation of meeting minutes which are full and accurate record of meetings, including enough facts and information to permit the public to understand and appreciate the rationale behind the board's decisions. Members attend the required training every two years, and new board members attend within 3 months of joining the board. The school materially complies with applicable laws, rules, regulations, and provisions of the charter contract relating to oversight of school management, including but not limited to management companies, other educational service providers, treasurer, EMIS/SOES personnel.; requires annual financial reports for management companies and ESP's; performs oversight of management that includes holding it accountable for performance expectations that may or may not be agreed to under a written performance agreement. The school materially complies with federal and state applicable laws, rules and regulations, complies with legal binding contracts and all other legal requirements relating to charter school law.

**APPROACHES EXPECTATIONS:** Up to 2 areas of the school facility were observed to be unclean, disordered, or poorly maintained. Inadequate discipline and/or disrespect for people and property were observed in common areas including hallways, lunchrooms, restrooms, etc.

The school fails to comply, or do so in a timely manner with applicable laws, rules, regulations and provisions of the charter contract relating to facilities, grounds, and transportation, including but not limited to fire inspections and related records; Viable certificate of occupancy or other required building use authorization, documentation of requisite insurance coverage; safety plans and security. But promptly and adequately addressed or corrected deficiencies to the satisfaction of the authorizer.

The school failed to comply, or do so in a timely manner with applicable laws, rules, regulations, and provisions of the charter contract relating to governance by its board, including but not limited to: board policies, including those related to oversight of an Education Service

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Provider (ESP) or management company, if applicable; Board by-laws; State open meeting laws; code of ethics; conflicts of interest; Board composition and/or membership rules ; timely submission of approved board meeting minutes; Preparation of meeting minutes which are full and accurate record of meetings, including enough facts and information to permit the public to understand and appreciate the rationale behind the board's decisions. Members attend the required training every two years, and new board members attend within 3 months of joining the board. But promptly and adequately addressed or corrected deficiencies to the satisfaction of the authorizer.

Some Organizational - Operations indicators are Not Applicable for an Approaches Expectation rating.

**BELOW EXPECTATION:** Three or more areas of the school facility were observed to be unclean, disordered, or poorly maintained. Inadequate discipline and/or disrespect for people and property were clearly observed in common areas including hallways, lunchrooms, restrooms, etc. The school failed to comply with applicable laws, rules, regulation and provisions of the charter contract relating to school facilities, grounds and transportation, including but not limited to: Fire Inspections and related records, viable certificate of occupancy, insurance coverage, safety plan and security. Did not promptly and adequately address or correct deficiencies to the satisfaction of the authorizer. The school contacts were not responsive within requested timeframes on more than one documented instance in any given year of the current contract term.

The school failed to comply with the operations and/or governance requirements and expectations, and did not promptly and adequately address or correct deficiencies to the satisfaction of the authorizer.

**COMPLETING THE PERFORMANCE FRAMEWORK**

- The school will complete its Performance Goals for each indicator. The school will forecast its performance goals for each contracted year for each indicator. The rating is as follows: *4 = Exceeds Expectations, 3 = Meet Expectations, 2 = Approaching Expectations, and 1 = Below Expectations.*
- ERCO will annually evaluate the School Performance goals to receive the actual end of the year school performance results. The results will be included in the Annual High Stakes Performance Review and provided to the school Board and School Administrator.

**PERFORMANCE AND ACCOUNTABILITY PLAN**

ORGANIZATIONAL AND OPERATIONS, LEGAL/GOVERNANCE PERFORMANCE GOALS

SCHOOL NAME: *City Day Community School*

DATE COMPLETED: *3/15/22*

GOAL INDICATORS	RATING SCALE	MEASUREMENT AND METRICS	18-19	19-20	20-21	21-22	22-23	23-24	24-25
<b>1. School-wide environment is conducive to learning.</b>	4 = Exceeds Expectations	<i>The school facility was consistently observed to be clean, orderly, and well-maintained. Discipline and a culture of respect for people and property were consistently observed in common areas including hallways, lunchrooms, restrooms, etc.</i>	4	4	4	4	4	4	4
	3 = Meets Expectations	<i>The school facility was observed to be moderately clean, orderly, and well-maintained. Discipline and a culture of respect for people and property are, for the most part, exhibited in common areas including hallways, lunchrooms, restrooms, etc.</i>							
	2 = Approaches Expectations	<i>Up to 2 areas of the school facility were observed to be unclean, disordered, or poorly maintained. Inadequate discipline and/or disrespect for people and property were observed in common areas including hallways, lunchrooms, restrooms, etc.</i>							
	1 = Below Expectations	<i>3 or more areas of the school facility were observed to be unclean, disordered, or poorly maintained. Inadequate discipline and/or disrespect for people and property were clearly observed in common areas including hallways, lunchrooms, restrooms, etc.</i>							
<b>2. The school complies with facilities requirements.</b>	4 = Exceeds Expectations	<i>Not Applicable</i>	4	4	4	4	4	4	4
	3 = Meets Expectations	<i>The school materially complies with applicable laws, rules, regulations and provisions of the charter contract relating to the school facilities, grounds, and transportation, including but not limited to: Fire inspections and related records; Visible certificate of occupancy or other required building use authorization; Documentation of requisite insurance coverage; Safety plan; and security.</i>							
	2 = Approaches Expectations	<i>The school failed to comply with the above responsibilities, or did not do so in a timely manner, but promptly and adequately addressed or corrected deficiencies to the satisfaction of the authorizer</i>							
	1 = Below Expectations	<i>The school failed to comply with the above responsibilities, and did not promptly and adequately address or correct deficiencies to the satisfaction of the authorizer</i>							
<b>3. The school complies with health and safety requirements.</b>	4 = Exceeds Expectations	<i>Not Applicable</i>	4	4	4	4	4	4	4
	3 = Meets Expectations	<i>The school materially complies with applicable laws, rules, regulations and provisions of the charter contract relating to safety and the provision of health-related services, including but not limited to: Appropriate response to student health concerns; Food service requirements</i>							
	2 = Approaches Expectations	<i>The school failed to comply with the above responsibilities, or did not do so in a timely manner, but promptly and adequately addressed or corrected deficiencies to the satisfaction of the authorizer</i>							
	1 = Below Expectations	<i>The school failed to comply with the above responsibilities, and did not promptly and adequately address or correct deficiencies to the satisfaction of the authorizer</i>							
<b>4. The school complies with reporting requirements.</b>	4 = Exceeds Expectations	<i>Not Applicable</i>	4	4	4	4	4	4	4
	3 = Meets Expectations	<i>The school materially complies with applicable laws, rules, regulations and provisions of the charter contract relating to relevant reporting requirements to the authorizer and the Ohio Department of Education, including but not limited to: EMS and SDES data; Attendance and enrollment reporting; Compliance and oversight; Additional information requested by the authorizer, such as CAPs, SIPs, etc.</i>							
	2 = Approaches Expectations	<i>The school failed to comply with the above responsibilities, or did not do so in a timely manner, but promptly and adequately addressed or corrected deficiencies to the satisfaction of the authorizer</i>							
	1 = Below Expectations	<i>The school failed to comply with the above responsibilities, and did not promptly and adequately address or correct deficiencies to the satisfaction of the authorizer</i>							

<b>5. The school complies with all other obligations as specified.</b>	4 = Exceeds Expectations	Not Applicable	3	3	3	3	3	3	3
	3 = Meets Expectations	The school materially complies with all other legal, statutory, regulatory, or contractual requirements contained in its charter contract that are not otherwise explicitly stated herein, including but not limited to; maintaining the security of and providing access to student records under the Family Educational Rights and Privacy Act; providing access to documents maintained by the school under Ohio's Freedom of Information laws and other applicable authorities; proper and secure maintenance of testing materials; requirements from the following sources; revisions to state charter law; requirements by other entities to which the charter school is accountable such as the Ohio Department of Education and educational service contracts; requirements from the sponsor, including but not limited to site visits, mandatory meeting attendance, policy reviews, participation in Ohio Department of Education informational webinars and professional development, etc.							
	2 = Approaches Expectations	The school failed to comply with the above responsibilities, or did not do so in a timely manner, but promptly and adequately addressed or corrected deficiencies to the satisfaction of the authorizer							
	1 = Below Expectations	The school failed to comply with the above responsibilities, and did not promptly and adequately address or correct deficiencies to the satisfaction of the authorizer							
<b>6. Primary contacts including governing board members, superintendents, principals and designees cooperate by responding to sponsor requests within requested timeframes.</b>	4 = Exceeds Expectations	Not applicable	1	3	3	3	3	3	3
	3 = Meets Expectations	School contacts were responded within requested timeframes, and/or any delayed responses in any year of the current contract term were excused by the sponsor upon documentation of extraordinary circumstances							
	2 = Approaches Expectations	Not applicable							
	1 = Below Expectations	School contacts were not responsive within requested timeframes on more than one documented instance in any given year of the current contract term.							
<b>SCORING:</b> • EXCEEDS EXPECTATIONS = 4 • MEETS EXPECTATIONS = 3 • APPROACHES EXPECTATIONS = 2 • BELOW EXPECTATIONS = 1									