

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

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

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

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

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: *ROAD TO SUCCESS*

DATE COMPLETED: *4-11-2022*

GOAL INDICATORS	RATING SCALE	MEASUREMENT AND METRICS	18-19	19-20	20-21	21-22	22-23	23-24	24-25
1. School-wide environment is conducive to learning.	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>			3	3	3	3	
	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 unclear, 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 unclear, 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>							
2. The school complies with facilities requirements.	4 = Exceeds Expectations	Not Applicable			3	3	3	3	
	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; Viable 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>							
3. The school complies with health and safety requirements.	4 = Exceeds Expectations	Not Applicable			3	3	3	3	
	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>							
4. The school complies with reporting requirements.	4 = Exceeds Expectations	Not Applicable			3	3	3	3	
	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; Addition of information requested by the authorizer, such as CAPs, SIPs, CIViPs, or nontraditional assessment data.</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>							

5. The school complies with all other obligations as specified.	4 = Exceeds Expectations	Not Applicable			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 centers; requirements from the sponsor, including but not limited to site visits, mandatory meeting attendance, policy revisions, 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							
6. Primary contacts including governing board members, superintendents, principals and designee cooperate by responding to sponsor requests within requested timeframes.	4 = Exceeds Expectations	Not applicable			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.							
SCORING: <ul style="list-style-type: none"> • EXCEEDS EXPECTATIONS = 4 • MEETS EXPECTATIONS = 3 • APPROACHES EXPECTATIONS = 2 • BELOW EXPECTATIONS = 1 									

PERFORMANCE AND ACCOUNTABILITY PLAN – FINANCIAL 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 MANAGES CASH FLOW AND MAINTAINS RESERVES TO COVER OPERATING EXPENSES
2. THE SCHOOL PAYS CREDITORS AND VENDORS
3. THE SCHOOL PAYS A MAJORITY OF ITS BILLS WITHING 30 DAYS
4. THE SCHOOL MAINTAINS A HEALTHY BALANCE BETWEEN THE DEBT AND MONTHLY INCOME
5. THE SCHOOL HAS PAYMENT PLANS IN PLACE, REDUCE OUTSTANDING DEBT OVER 60 DAYS
6. THE SCHOOL PROJECTED ANNUAL EXPENSES ARE ALIGNED WITH PROJECTED REVENUE
7. FINANCIAL REPORTING TO GOVERNMENT AGENCIES ARE CURRENT
8. FINANCIAL REPORTING TO THE SPONSOR IS ACCURATE AND TIMELY

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 maintains reserves that will cover 60 or more days of its typical operating expenses, the schools' invoices are paid within 5 business days and 90% of the school's bills are outstanding 30 days or fewer days. Less than 10% of monthly income is committed to repayment of debt over 60 days outstanding. Financial reports are consistently accurate and submitted by the 8th of each month.

MEETS EXPECTATIONS: The school maintains reserves that will cover 30-59 days of its typical operating expenses, invoices are paid within 6-20 days, and 80-90% of the school bills

PERFORMANCE AND ACCOUNTABILITY PLAN – FINANCIAL PERFORMANCE GOALS

are outstanding 30 or fewer days. 75-89% of outstanding debts are on repayment plans and financial reports are consistently accurate and submitted by the 15th of each month.

APPROACHES EXPECTATIONS: The school maintains reserves that will cover 15-29 days of its typical operating expense, the invoices are paid within 21-49 and 60-79% of the school bills are outstanding 30 days or fewer. 25-74% of the schools outstanding debts are on repayment plans and the financial reports are consistently accurate but were submitted after the 15th of the month up to 3 times in the most recent year.

BELOW EXPECTATION: The school maintains reserves that will cover less than 15 days of its typical operating expenses, the school invoices are after 50 days or more days. 59% or less of the school bills are outstanding 30 days or fewer, and less than 25% of the outstanding debts are on repayment plan. The school financial reports are consistently inaccurate and/or were submitted after the 15th of the month 4 or more times within the most recent year.

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 the actual end of the year performance. The results will be included in the Annual High Stakes Performance Review.

PERFORMANCE AND ACCOUNTABILITY PLAN
FINANCIAL PERFORMANCE GOALS
 SCHOOL NAME: *ROAD TO SUCCESS*
 DATE COMPLETED: *4-11-2022*

GOAL INDICATORS	RATING SCALE	MEASUREMENT AND METRICS	18-19	19-20	20-21	21-22	22-23	23-24	24-25
1. The school manages cash flow and maintains reserves to cover operating expenses.	4 = Exceeds Expectations	The school maintains reserves that will cover 60 or more days of its typical operating expenses.	2	2	3	3	3	3	
	3 = Meets Expectations	The school maintains reserves that will cover 30-59 days of its typical operating expenses.							
	2 = Approaches Expectations	The school maintains reserves that will cover 15-29 days of its typical operating expenses.							
	1 = Below Expectations	The school maintains reserves that will cover less than 15 days of its typical operating expenses.							
2. The school pays its financial obligation to vendors and creditors in a timely manner.	4 = Exceeds Expectations	The school's invoices are paid within 5 business days according to ERCO financial analysis.	2	2	2	3	3	3	
	3 = Meets Expectations	The school's invoices are paid within 6-20 days, according to ERCO financial analysis.							
	2 = Approaches Expectations	The school's invoices are paid within 21-49 days, according to ERCO financial analysis.							
	1 = Below Expectations	The school's invoices are after 50 or more days, according to ERCO financial analysis.							
3. The school is able to pay the majority of its bills within 30 days.	4 = Exceeds Expectations	90-100% of the school's bills are outstanding 30 or fewer days.	2	2	2	3	3	3	
	3 = Meets Expectations	80-89% of the school's bills are outstanding 30 or fewer days.							
	2 = Approaches Expectations	60-79% of the school's bills are outstanding 30 or fewer days.							
	1 = Below Expectations	59% or less of the school's bills are outstanding 30 or fewer days.							
4. The school maintains a healthy balance between the debt and monthly income.	4 = Exceeds Expectations	Less than 10% of monthly income is committed to repayment of debt over 60 days outstanding.	2	2	2	3	3	3	
	3 = Meets Expectations	10-25% of monthly income is committed to repayment of debt over 60 days outstanding.							
	2 = Approaches Expectations	26-75% of monthly income is committed to repayment of debt over 60 days outstanding.							
	1 = Below Expectations	More than 75% of monthly income is committed to repayment of debt over 60 days outstanding.							
5. The school has repayment plans in place to reduce outstanding debt over 60 days outstanding.	4 = Exceeds Expectations	90-100% of the school's outstanding debts are on repayment plans.	2	2	2	3	3	3	
	3 = Meets Expectations	75-89% of the school's outstanding debts are on repayment plans.							
	2 = Approaches Expectations	25-74% of the school's outstanding debts are on repayment plans.							
	1 = Below Expectations	Less than 25% of the school's outstanding debts are on repayment plans.							

6. The school's projected annual expenses based on YTD expenditures are closely aligned with the projected annual revenue.	4 = Exceeds Expectations	Projected annual revenue exceeds projected annual expenses by 15% or more.	2	2	2	3	3	3	
	3 = Meets Expectations	Projected annual revenue exceeds projected annual expenses by 5-14%.							
	2 = Approaches Expectations	Projected annual revenue is up to 5% greater than or up to 5% less than projected annual expenses.							
	1 = Below Expectations	Projected annual expenses exceed projected annual revenue by 5% or more.							
7. The school's financial reporting to government agencies are current and compliant. And payments to taxing agencies, worker compensation, retirement funds, lender agencies, and etc are not in a state of default or delinquency.	4 = Exceeds Expectations	All reporting and payments are current and without FTE errors.	3	3	3	3	3	3	
	3 = Meets Expectations	All reporting and payments are current, and reflect fewer than 10% FTE errors.							
	2 = Approaches Expectations	Reporting is not current, payments are not current, OR reporting reflects greater than 10% FTE errors.							
	1 = Below Expectations	Reporting is not current, payments are not current and/or reporting reflects greater than 10% FTE errors.							
8. The school financial reporting to the sponsor is prompt, consistent and accurate.	4 = Exceeds Expectations	Financial reports are consistently accurate and submitted by the 8th of each month.	3	3	3	3	3	3	
	3 = Meets Expectations	Financial reports are consistently accurate and submitted by the 15th of each month.							
	2 = Approaches Expectations	Financial reports are consistently accurate, but were submitted after the 15th of the month up to 3 times in the most recent year.							
	1 = Below Expectations	Financial reports are inaccurate or were submitted after the 15th of the month 4 or more times in the most recent year.							
SCORING: <ul style="list-style-type: none"> • EXCEEDS EXPECTATIONS = 4 • MEETS EXPECTATIONS = 3 • APPROACHES EXPECTATIONS = 2 • BELOW EXPECTATIONS = 1 									