

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

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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: 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
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.	N/A	N/A	3	3	4	4	4
	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.	N/A	N/A	3	3	4	4	4
	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.	N/A	N/A	4	4	4	4	4
	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	50% 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.	N/A	N/A	4	4	4	4	4
	3 = Meets Expectations	10-29% of monthly income is committed to repayment of debt over 60 days outstanding.							
	2 = Approaches Expectations	20-75% 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.	N/A	N/A	3	3	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.	N/A	N/A	3	3	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.	N/A	N/A	4	4	4	4	4
	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.	N/A	N/A	3	3	4	4	4
	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:**
- EXCEEDS EXPECTATIONS = 4
 - MEETS EXPECTATIONS = 3
 - APPROACHES EXPECTATIONS = 2
 - BELOW EXPECTATIONS = 1