**POLICY TITLE:** Elect the Performance Management Framework as Charter Goals

**ADOPTION/EFFECTIVE DATE**
- Adopted: February 25, 2013
- Updated: May 19, 2014

**Most Recently Updated with Hold Harmless:**
- November 17, 2014

**PURPOSE of this Revision**
Revisions to this policy will address how schools that previously adopted the Early Childhood ("EC") and the Elementary School/Middle School ("ES/MS") PMFs will be able to transition to the Early Childhood/Elementary School/Middle School ("EC/ES/MS") combined framework for accountability purposes; amend the criteria for 10-year review and renewal; and clarify the Grandfather clause.

**ELECT PMF AS GOALS POLICY**

Schools may choose to replace their charter goals and student academic achievement expectations with the Performance Management Framework(s), as amended over time, for the grade levels it serves. Upon the school’s request, the following language will be added to their charter as an amendment, which will be approved by DC PCSB’s Board.

The goals and student achievement expectations for students attending a given public charter school will be updated from those currently detailed in its charter, or subsequently created accountability plans, and replaced with the Early Childhood/Elementary/Middle School ("EC/ES/MS"), high school ("HS"), and/or adult education ("AE"), PMFs. Any updates to the PMF(s), including changes in state assessments, performance indicators, floors, targets, and formulas will be automatically updated and accepted by the school without requiring a charter amendment as long as the PMF was updated through a fair and transparent process involving a task force that comprises school leaders, charter advocates, and DC PCSB staff and was officially adopted by DC PCSB's Board of Trustees in a public vote. Charter schools with mission-specific goals, non-academic goals, and/or goals relating to achievement gaps or subgroup performance are encouraged to include these as supplemental goals and academic achievement expectations. Wherever possible these should be measurable and feasible to assess objectively.

Upon adoption, the new PMF-based goals will be used to evaluate a school's performance for the years beginning with the year the PMF was formally adopted by the Board. The Board formally adopted the ES/MS PMF for schools serving grades 3-8, or a subset thereof, (now EC/ES/MS PMF) and the HS PMF in school year 2010-11. The Board formally adopted the EC PMF (now included in the EC/ES/MS PMF) and the adult education PMF in school year 2013-14.
Schools will opt to update their mission-specific goals and adopt targets to be measured along with the PMF results during high stakes reviews.

Through the 2017-2018 review cycles PCSB will provide flexibility in the use of the 2014-15 Partnership for Assessment of Readiness for College and Careers (“PARCC”) scores in calculating a school’s PMF score as indicated below. However, PCSB will continue to use the non-PARCC-related PMF measures (e.g. attendance, re-enrollment, SAT, CLASS) as well as prior year DCCAS results to determine school performance during a charter review and renewal.

**Fifth-Year Charter Review**

In order for a school serving grades prekindergarten through 12, or any subset thereof, that has adopted the PMF\(^1\) as goals and student academic achievement expectations to be considered as having met its goals and student achievement expectations at its fifth-year charter review, the school will need to have earned at least 40% of the possible PMF points in at least two of the most recent three years (two of the most recent four years from the 2014-15 review cycle through the 2017-2018 review cycle) in operation to be deemed as having met its goals and student academic achievement expectations during this review.

Improvement Provision: In cases where a school has not achieved the above threshold, the DC PCSB Board may, at its discretion, determine that a school has met its goals and student achievement expectations if the School Corporation has demonstrated consistent improvement on overall PMF\(^2\)’s scores over the five-year period. In exercising its discretion, the DC PCSB Board shall also consider the strength of un-tiered measures.

**Tenth-Year Charter Review**

In order for a school serving grades prekindergarten through 12, or any subset thereof, that has adopted the PMF\(^1\) as its goals and student academic achievement expectations to be considered as having met its goals and student academic achievement expectations at its tenth-year charter review, the school will need to have:

- earned at least 50% of the possible PMF points in two of the most recent three years (two of the most recent four years from the 2014-15 review cycle through the 2017-18 review cycle); and
- earned at least 45% in any four of the previous five years (except SY2014-15, when it is held harmless).

Improvement Provision: In cases where a school has not achieved the above threshold, the DC PCSB Board may, at its discretion, determine that a school has met its goals and student achievement expectations if the School Corporation has demonstrated consistent improvement on overall PMF\(^2\)’s scores over the five-year period. In exercising its discretion, the DC PCSB Board shall also consider the strength of un-tiered measures.

**Charter Renewal and Every Review Thereafter**

---

\(^1\) See table at end of policy for which PMFs are applicable to this policy since school year 2010-11.
In order for a school serving grades prekindergarten through 12, or any subset thereof, that has adopted the PMF\(^1\) as its goals and student academic achievement expectations to be considered as having met its goals and student achievement expectations at its 15-year charter renewal and every review thereafter, a school will need to have:

- earned at least 55% of the possible PMF points in two of the most recent three years (two of the most recent four years from the 2014-15 review cycle through the 2017-18 review cycle); and
- earned at least 45% in four of the previous five years (except SY2014-15, when it is held harmless).

Improvement Provision: In cases where a school has not achieved the above threshold, the DC PCSB Board may, at its discretion, determine that a school has met its goals and student achievement expectations if the School Corporation has demonstrated consistent improvement on overall PMF’s scores over the five-year period. In exercising its discretion, the DC PCSB Board shall also consider the strength of un-tiered measures.

If there is a conflict between the terms in the Hold Harmless section and existing charter agreements, the existing charter agreement terms will supersede the Hold Harmless section of the Elect the PMF as Goals Policy.

**GRANDFATHER CLAUSE**

Tenth-Year Charter Review, 15-Year Charter Renewal or Any Review Thereafter

The Grandfather Clause is applicable only to an elementary school that permanently ends in grade 3 or below, has already adopted to elect the PMF as its charter goals, and is undergoing a 10- or 20-year charter review or 15-year renewal in school year 2015-16, 2016-17, or 2017-18.\(^2\)

An early childhood school, that fits the definition described above, may elect not to be evaluated according to the above standards. Instead, it will need to demonstrate improvement in performance with no score below 40% in the most recent two years prior to review and earn at least 45% of the possible PMF points for at least two years of the five-year period.

Improvement Provision: In cases where a school has not achieved the above threshold, the DC PCSB Board may, at its discretion, determine that a school has met its goals and student achievement expectations if the School Corporation has demonstrated consistent improvement on overall PMF’s scores over the five-year period. In exercising its discretion, the DC PCSB Board shall also consider the strength of un-tiered measures.

\(^2\)Because of the merger of the EC with the ES/MS PMF, there is no longer a need for the Grandfather Clause to be applicable to elementary schools that offer through at least grade 4, middle schools, or high schools as the ES/MS and HS PMFs were adopted in SY2010-11.
If a school previously chose to adopt the EC or AE PMF the following will be used to measure goal attainment for the 2013-14 school year:

- Each measure within the framework will be considered an individual charter goal. A School will be considered to have met its goals if it meets or exceeds the floor for each individual measure as per the corresponding Policy & Technical Guide.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Early Childhood</td>
<td></td>
<td></td>
<td>N/A (pilot)</td>
<td>X (meet the floor of each measure)</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Elementary School/Middle School</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>High School</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Adult Education</td>
<td></td>
<td></td>
<td>N/A (pilot)</td>
<td>N/A (pilot)</td>
<td>X</td>
<td>X</td>
</tr>
</tbody>
</table>

The most recent version of this policy can be found on DC PCSB’s website: