

# **Appendix XVII: Proposed Performance Agreement**

**DELAWARE DEPARTMENT OF EDUCATION**  
**CHARTER SCHOOL PERFORMANCE AGREEMENT – Renewing Charter School**  
*EastSide Charter School*

This Performance Agreement (“Agreement” is entered into this 30th day of September, 2014 by and between the Delaware Department of Education (hereinafter referred to as “DDOE”) and EastSide Charter School, a public charter school of the State of Delaware (hereinafter referred to as “School”), authorized by the Department of Education with the assent of the Delaware State Board of Education (hereinafter referred to as “DSBE”).

1. **Effective Date.** Notwithstanding the date set forth above this Agreement shall become effective on the date upon which the DSBE shall assent to the terms and conditions of this Agreement.

2. **Term of the Agreement.** This agreement shall continue in full force and effect during the term of the school’s charter and any subsequent renewal term thereof; provided, nevertheless, that in the sole discretion of the DDOE, with the assent of the DSBE, this agreement may be amended at such time as the school’s charter may be renewed under the provisions of 14 *Del. C.* §515 (b) or subjected to review under 14 *Del. C.* §515 (c). This agreement may also be amended to comply with subsequent changes in state or federal law and/or regulations relating to charter schools or the Performance Framework (“Framework”) as deemed necessary by the DDOE, with the assent of the DSBE. This Agreement may also be modified:

(a) At anytime by mutual consent of the DDOE and the School, provided, nevertheless that the DSBE shall assent to such modification; or

(b) If the DDOE shall determine, with the assent of the DSBE, that it is necessary or appropriate to modify this Agreement to reflect subsequent changes in the Performance Framework.

3. **Obligations of School.** While this agreement remains in effect, the School shall:

(a) Comply with all state and federal laws and regulations imposed on Delaware public charter schools, and otherwise comply with the terms of the School’s charter, including any conditions now or subsequently imposed upon its charter by the DDOE with the assent of the DSBE; and

(b) Make satisfactory annual progress toward the indicators and performance targets in the Academic, Financial and Organizational Expectations set forth in this Agreement as measured by the Framework. An annual performance review will be conducted by the Department of Education Charter School Office using the Framework to evaluate such progress. The Framework is incorporated into and made a part of this agreement. If the DDOE finds that the school is not making satisfactory progress toward its performance targets, the DDOE, with the assent of the DSBE, may place the school’s charter on formal review pursuant to 14 *Del. C.* §515 (c).

**Background Information** (Characteristics of school, current location, summary of student population and grades served by the school, etc.)

EastSide Charter School serves 406 students on the east side of Wilmington, Delaware. The school is located at 3000 Claymont Street, in the 19802 zip code. 100% of the students are from historically underrepresented groups, typically between 92% and 99% African-American and 1%-8% Hispanic. Traditionally, 88%-90% of our students are from Low Income families.

**Mission Statement**

The mission of EastSide Charter School is to educate each child in a safe, caring and nurturing environment so that they can excel academically and socially. We believe that all children are capable of mastering content standards and meeting social expectations when they have thorough understanding, adequate time and appropriate support. Students are viewed as **individuals** and every effort is made to accommodate each child's unique gifts and talents.

**Vision Statement**

The vision of EastSide Charter School is to develop and sustain an academic community in which every direct stakeholder - teachers and staff, students and their parents - consistently model lifelong learning, selflessness, and self-respect. Each of these stakeholders take full advantage of every learning opportunity and through this continual learning process, our teachers and students will learn more about themselves, improving upon and maximizing their knowledge, skills, and overall productivity and effect on the school community and our broader society. By learning to work in collaboration with their teachers and peers, our students will develop a strong sense of self respect, self-reflection, sense of independence, and sense of right and wrong. Upon leaving the EastSide community our students will have the character, knowledge, skills and self- and societal awareness to determine their own personal and professional destiny.

# Academic Performance Expectations

EastSide Charter School's overall academic rating is Meets Standards. For each year going forward, our expectation is to achieve the overall rating of "Meets" or "Exceeds" standard as measured by the Academic Performance Framework. Each year, we will continue to grow or meet standards within our overall rating putting us on track to achieve our academic performance expectations. This progress will be monitored through our annual performance review.

*Mission Specific Goals:*

Our goal is to shrink and ultimately eliminate the achievement gap in Wilmington and the state at large. In order to do that, our students - who traditionally enter Kindergarten below grade level and lose ground every year, particularly during the summer - must outgain their counterparts each academic year.

<b>Mission-Specific Goal</b>	<i>Goal #1: On average our students in grades 2-8 make more than one year of academic growth each year in ELA.</i>
	<i>Goal #2: On average our students in grades 2-8 make more than one year of academic growth each year in Math.</i>
<b>Measure/Metric</b>	Average academic growth of students using Fall and Spring NWEA MAP assessment.
<b>Target</b>	1.15 years of academic growth (annualized over a 180 day school year) in math and reading from first week of school to the last week of school on the Spring NWEA MAP assessment.
<b>Indicators</b> (applies to math and ELA)	<p><u>Exceeds Standard</u> Collectively, students in grades 2-8 gain an average of at least 1.30 years of academic growth (annualized) on the Spring NWEA MAP assessment.</p> <p><u>Meets Standard</u> Collectively, students in grades 2-8 gain an average of at least 1.15 years of academic growth (annualized) on the Spring NWEA MAP assessment.</p> <p><u>Does Not Meet Standard</u> Collectively, students in grades 2-8 gain an average of less than 1.15 years of academic growth (annualized) on the Spring NWEA MAP assessment.</p> <p><u>Falls Far Below Standard</u> Collectively, students in grades 2-8 gain an average of less than 1.00 year of academic growth (annualized) on the Spring NWEA MAP assessment.</p>
<b>Reporting Mechanism</b>	EastSide will submit a PDF report from the NWEA website that lists each students fall and spring score, as well as a document created by the Head of School that calculates the annualized growth of each grade and the whole school in math and reading.

*Note: EastSide intends to use the NWEA MAP test as the metric for determining student growth for the 2014-2015 and 2015-2016 school years. During this time, EastSide will be piloting and pressure-testing the Amplify assessment to establish baseline growth targets that will be used to identify annual targets. These targets will be included in a minor modification application to be submitted in the fall of 2015, allowing us to replace the NWEA MAP test with the Amplify assessment beginning with the 2016-2017 school year.*

## Financial Performance Expectations

*EastSide Charter School's overall financial rating is Meets Standard. For each year going forward, our expectation is to continue achieving the overall rating of "Meets" standard as measured by the Financial Performance Framework. Each year, we will be on track to demonstrate economic viability and achieve our financial performance expectation. This progress will be monitored through our annual performance review.*


## Organizational Performance Expectations

*EastSide Charter School's overall organizational rating is Meets Standard. For each year going forward, our expectation is to continue achieving the overall rating of "Meets," as measured by the Organizational Performance Framework. Each year, we will be on track to demonstrate performance aligned with those organizational performance expectations. This progress will be monitored through our annual performance review.*

**IN WITNESS WHEREOF, the parties have hereunto set their Hand and Seals the day and year first above-written.**

**EASTSIDE CHARTER SCHOOL**

**DELAWARE DEPARTMENT OF EDUCATION**

BY:   
**Chairman of the Board**

BY: \_\_\_\_\_  
**Secretary of Education**

Assented to by resolution of the Delaware State Board of Education on the \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_.

BY: \_\_\_\_\_  
**Executive Secretary to the Board**