

**1a. Is the school faithful to its mission as defined in its current charter, including approved mission-specific academic goals if applicable?**

MOT Charter School strives to live its mission every day in all facets of its program. In reviewing the mission and philosophy of the school, three areas of focus emerge – we strive to maintain **high academic standards with a focus on 21<sup>st</sup> century skills**, **utilize diverse and student-centered teaching strategies**, and develop **high levels of student and parent engagement**. To assess our success in meeting these goals, we will utilize data gathered in specific sections of the SEssentials survey. To measure **high academic standards with a focus on 21<sup>st</sup> century skills**, we will review data from the 4 subsections of the “Ambitious Instruction” section of the survey, along with the “Classroom Rigor” and “Inquiry-based Science Instruction” supplemental measures. To measure **diverse and student-centered teaching strategies**, we will review data from the 5 subsections of the “Collaborative Teachers” section of the survey, along with the “Innovation” and “Reflective Dialog” supplemental measures. To measure **high levels of student and parent engagement**, we will review data from the 3 subsections of the “Involved Families” section of the survey, along with the “Academic Engagement” supplemental measure. To determine our score for each of our three areas of focus, we will average the score of each survey subsection listed above. In order to **meet the standard** of the mission-specific goal, we will achieve an average score of 60 or higher in all three areas of focus. If one of the three areas has an average score of 40-59, or if two or three areas have an average score of 50-59, we would be considered to be **approaching the standard**. If one of the three areas has an average score below 40, or if two or three areas have an average score of 40-49, we would be considered **far below the standard**.

| Essential Question indicator 1a. Is the school faithful to its mission as defined in its current charter, including approved mission-specific academic goals if applicable |   |                  |   |         |
|--|---|------------------|---|---------|
| Staff Measure  | Definition of Rating  | Data Source      | Data Collection Process                     | Measure |
|  | <p><b>Meets Standard:</b><br/>Average score of 60 or greater in all three assessment categories</p> <p><b>Approaching Standard:</b><br/>Average score of 40-59 in any one category.<br/>OR<br/>Average score of 50-59 in two or three categories.</p> <p><b>Far Below Standard:</b><br/>Average score below 40 in any one category.<br/>OR<br/>Average score of 40-49 in two or three categories.</p> | Internal Surveys | Anonymous surveys conducted electronically. | 1a1     |

MOT Charter School mission specific goal performance analysis for the 2018-2019 academic year. We created our mission specific goals as an outgrowth of our overall school mission and philosophy, and designed them to be assessed using data gathered in the 5Essentials survey that was conducted by the state of Delaware during the spring of 2016. Unfortunately, the state chose not to conduct the survey during the spring of 2016. In order to successfully gather the data required to gauge our success as defined in our mission specific goals, we incorporated the ideas behind the relevant questions from the 5Essentials survey into an internally created and conducted teacher, student, and parent surveys. For each of the three areas under study, **high academic standards with a focus on 21<sup>st</sup> century skills (6 total subcategories)**, **diverse and student-centered teaching strategies (7 total subcategories)**, and **high levels of student and parent engagement (4 total subcategories)**, we chose specific survey questions that best captured the goal behind each subcategory. The percent of responses that indicated “agree” or “strongly agree” with the question was determined to be the “score” for that subcategory. Subcategory responses were then averaged to create an overall score for each of the three areas under study. For the 2019-2020 academic year, MOT Charter School Meets Standard for its mission specific goals. In each of the three areas under study, **high academic standards with a focus on 21<sup>st</sup> century skills (88.39%)**, **diverse and student-centered teaching strategies (85.18%)**, and **high levels of student and parent engagement (82.30%)**, scores exceeded the 60% threshold.

A detailed breakdown of survey results is below, providing scores for each subcategory and an overall category average. The headings for the subcategories are tied directly back to the original 5Essentials survey. Attached please also find an excel file of the complete responses for each question used in the analysis.

#### Mission-specific goal setting

- I. High Academic Standards with a focus on 21<sup>st</sup> Century Skills – **88.39%** (average of all 6 subcategories)
  - a. Ambitious Instruction
    - i. English instruction **77.11%** (teacher survey Q7.1: 78.95%; 4-8 student survey Q2.5: 57.43%; HS student survey Q2.5: 94.96%)
    - ii. Math instruction **92.05%** (4-8 student survey Q3.4: 88.52%; HS student survey Q3.4: 95.57%)
    - iii. Academic press **90.07%** (4-8 student survey Q6.8: 97.98%; HS student survey Q6.8: 82.15%)
    - iv. Quality of student discussion **89.47%** (teacher survey question 7.3: 89.47%)
  - b. Classroom rigor **97.21%** (4-8 student survey Q7.9: 97.98%; HS student survey Q7.9: 96.43%)
  - c. Inquiry-based science instruction **84.43%** (4-8 student survey Q4.2: 85.82%; HS student survey Q4.4: 83.04%)
- II. Diverse & Student-centered Teaching Strategies – **85.18%** (average of all 7 subcategories)
  - a. Collaborative teachers
    - i. Collaborative practices **88.13%** (teacher survey question 10.3: 88.13%)
    - ii. Collective responsibility **88.14%** (teacher survey question 4.6: 88.14%)
    - iii. Quality professional development **79.66%** (teacher survey question 2.2: 79.66%)
    - iv. School commitment **67.79%** (teacher survey question 4.4: 67.79%)
    - v. Teacher-teacher trust **94.91%** (teacher survey question 6.1: 94.91%)
  - b. Innovation **96.61%** (teacher survey question 9.1: 96.61%)
  - c. Reflective dialog **81.04%** (teacher survey question 10.4: 81.04%)
- III. High Levels of Student & Parent Engagement – **82.30%** (average of all 4 subcategories)
  - a. Involved families
    - i. Teacher-parent trust **93.59%** (K5 parent survey Q5: 94.33%; MS parent survey Q5: 94.12%; HS parent survey Q5: 92.31%)
    - ii. Parent involvement in school **74.51%** (K5 parent survey Q8.4: 94.34%; MS parent survey Q8.4: 91.18%; HS parent survey Q8.4: 65.38%)
    - iii. Parent influence on decision making in **80.12%** (K5 parent survey Q7.4: 84.91%; MS parent survey Q7.4: 82.36%; HS parent survey Q7.4: 73.08%)
  - b. Academic engagement **80.98%** (4-8 student survey Q6.3: 87.84%; HS student survey Q6.3: 74.11%)

Student Survey - Grades 4-8

Relates to Mission Specific Goal Setting Question: Question

Students report doing the following in Language Arts class (Reading and Writing):

|       |     |   |       |   |                          |   |                       |    |                      |    |                  |    |       |     |                  |      |
|-------|-----|---|-------|---|--------------------------|---|-----------------------|----|----------------------|----|------------------|----|-------|-----|------------------|------|
| 1.a.i | 2.5 | Use text evidence to support their answers. Students report that they do the following in Math class: | never | 0 | once or twice a semester | 6 | once or twice a month | 10 | once or twice a week | 43 | almost every day | 88 | Total | 147 | Weighted Average | 4.45 |
|       |     |   | 0.00% |   | 4.03%                    |   | 6.80%                 |    | 29.23%               |    | 59.86%           |    |       |     |                  |      |

|        |     |   |       |   |                          |   |                       |    |                      |    |                  |    |       |     |                  |      |
|--------|-----|---|-------|---|--------------------------|---|-----------------------|----|----------------------|----|------------------|----|-------|-----|------------------|------|
| 1.a.ii | 3.4 | Discuss possible solutions to problems with other students. Students report doing the following in Science class: | never | 2 | once or twice a semester | 4 | once or twice a month | 11 | once or twice a week | 49 | almost every day | 82 | Total | 148 | Weighted Average | 4.39 |
|        |     |   | 1.35% |   | 2.70%                    |   | 7.43%                 |    | 33.11%               |    | 55.41%           |    |       |     |                  |      |

|     |     |   |       |   |                          |   |                       |    |                      |    |                  |    |       |     |                  |      |
|-----|-----|---|-------|---|--------------------------|---|-----------------------|----|----------------------|----|------------------|----|-------|-----|------------------|------|
| 1.c | 4.2 | Use evidence/data to support an argument or idea. Out of these four subjects, which do you have first in the school week? | never | 0 | once or twice a semester | 3 | once or twice a month | 18 | once or twice a week | 52 | almost every day | 75 | Total | 148 | Weighted Average | 4.34 |
|     |     |   | 0.00% |   | 2.03%                    |   | 12.16%                |    | 35.14%               |    | 50.68%           |    |       |     |                  |      |

Answer Choices

|   |        |
|---|--------|
| Math  | 72     |
| Science   | 48.65% |
| Social Studies  | 16.22% |
| Language Arts (Reading and Writing)                                       | 24     |
| Answer these questions about the subject area you selected in question 5. | 20.27% |
|   | 30     |
|   | 14.86% |
|   | 22     |

|         |     |   |                   |   |          |    |        |    |                |    |       |      |                  |      |
|---------|-----|---|-------------------|---|----------|----|--------|----|----------------|----|-------|------|------------------|------|
| 11.b    | 6.3 | The topics we are studying are interesting and challenging. The teacher doesn't let students give up when work gets hard. | strongly disagree | 3 | disagree | 15 | agree  | 83 | strongly agree | 47 | Total | 148  | Weighted Average | 3.18 |
| 1.a.iii | 6.8 | Answer these questions about the subject area you selected in question 5.   | 0.00%             | 0 | 2.03%    | 3  | 37.84% | 56 | 60.14%         | 89 | 148   | 3.58 |                  |      |

|     |      |  |       |   |                 |   |                  |    |              |     |       |     |                  |      |
|-----|------|--|-------|---|-----------------|---|------------------|----|--------------|-----|-------|-----|------------------|------|
| 1.b | 7.91 | The teacher expects everyone to work hard. | never | 0 | once in a while | 3 | most of the time | 19 | all the time | 126 | Total | 148 | Weighted Average | 3.83 |
|-----|------|--|-------|---|-----------------|---|------------------|----|--------------|-----|-------|-----|------------------|------|

Student Survey - High School

Relates to Mission Specific Goal Setting Question: Question

Students report doing the following in Language Arts class (Reading and Writing):

|       |     |   |       |   |                          |   |                       |   |                      |    |                  |    |       |     |                  |      |
|-------|-----|---|-------|---|--------------------------|---|-----------------------|---|----------------------|----|------------------|----|-------|-----|------------------|------|
| 1.a.i | 2.5 | Use text evidence to support answers. Students report that they do the following in Math class: | never | 0 | once or twice a semester | 0 | once or twice a month | 6 | once or twice a week | 28 | almost every day | 79 | Total | 113 | Weighted Average | 4.55 |
|       |     |   | 0.00% |   | 0.00%                    |   | 5.31%                 |   | 24.78%               |    | 69.91%           |    |       |     |                  |      |

|        |     |   |       |   |                          |   |                       |   |                      |   |                  |     |       |     |                  |      |
|--------|-----|---|-------|---|--------------------------|---|-----------------------|---|----------------------|---|------------------|-----|-------|-----|------------------|------|
| 1.a.ii | 3.4 | Discuss possible solutions to problems with other students. Students report doing the following in Science class: | never | 0 | once or twice a semester | 1 | once or twice a month | 4 | once or twice a week | 7 | almost every day | 101 | Total | 113 | Weighted Average | 4.94 |
|        |     |   | 0.00% |   | 0.88%                    |   | 3.54%                 |   | 6.19%                |   | 89.38%           |     |       |     |                  |      |

|     |     |   |       |   |                          |    |                       |    |                      |    |                  |    |       |     |                  |      |
|-----|-----|---|-------|---|--------------------------|----|-----------------------|----|----------------------|----|------------------|----|-------|-----|------------------|------|
| 1.c | 4.4 | Use evidence/data to support an argument or hypothesis. Which of these subjects do you have first in the school week? | never | 2 | once or twice a semester | 17 | once or twice a month | 38 | once or twice a week | 35 | almost every day | 20 | Total | 112 | Weighted Average | 3.48 |
|     |     |   | 1.79% |   | 15.18%                   |    | 33.93%                |    | 31.25%               |    | 17.86%           |    |       |     |                  |      |

Answer Choices

|           |        |
|-----------|--------|
| Math      | 28     |
| Responses | 25.00% |

Science  
 Social Studies  
 Language Arts (Reading and Writing)  
 Answer these questions about the subject area  
 you selected in question 5.

24.11% 27  
 18.75% 21  
 32.14% 36

The topics we are studying are interesting and challenging.  
 I work hard to do my best in this class.  
 The teacher doesn't let students give up when work gets hard.  
 Answer these questions about the subject area selection in question 5.

| strongly disagree | disagree  | agree     | strongly agree | Total | Weighted Average |
|-------------------|-----------|-----------|----------------|-------|------------------|
| 7.14% 8           | 18.75% 21 | 55.36% 62 | 18.75% 21      | 112   | 2.86             |
| 1.79% 2           | 3.57% 4   | 39.29% 44 | 55.36% 62      | 112   | 3.48             |
| 0.89% 1           | 16.56% 19 | 45.54% 51 | 36.61% 41      | 112   | 3.18             |

I.b 7.9 The teacher expects everyone to work hard.

| never   | once in awhile | most of the time | all the time | Total | Weighted Average |
|---------|----------------|------------------|--------------|-------|------------------|
| 0.89% 1 | 2.68% 3        | 31.25% 35        | 65.18% 73    | 112   | 3.61             |

Parent Survey - Grades K-5

Relates to Mission Specific  
 Goal Setting Question:

Question

III.a.i

Overall, how satisfied are you with the education 5 your child/children is receiving at this school?

Answer Choices

Very dissatisfied  
 Somewhat dissatisfied  
 Somewhat satisfied  
 Very satisfied

To what extent do you feel:

Responses  
 3.77% 2  
 1.89% 1  
 20.75% 11  
 73.58% 39

III.a.iii 7.4 d) That you are an important part of improving the 7.4 school?  
 How often do you do the following?

| Not at all | A little | Some      | To a great extent | Total | Weighted Average |
|------------|----------|-----------|-------------------|-------|------------------|
| 1.89% 1    | 13.21% 7 | 32.08% 17 | 52.83% 28         | 53    | 3.36             |

III.a.ii

8.4 d) Attend scheduled school events/ performances.

| Never   | Rarely  | Occasionally | Usually   | Always    | Total |
|---------|---------|--------------|-----------|-----------|-------|
| 0.00% 0 | 1.89% 1 | 3.77% 2      | 28.30% 15 | 66.04% 35 | 53    |

Parent Survey - Grades 6-8

Relates to Mission Specific  
 Goal Setting Question:

Question

III.a.i

Overall, how satisfied are you with the education 5 your child/children is receiving at this school?

Answer Choices

Very dissatisfied  
 Somewhat dissatisfied  
 Somewhat satisfied  
 Very satisfied

To what extent do you feel:

Responses  
 5.88% 2  
 0.00% 0  
 17.65% 6  
 76.47% 26

III.a.iii 7.4 d) That you are an important part of improving the 7.4 school?  
 How often do you do the following?

| Not at all | A little | Some      | To a great extent | Total | Weighted Average |
|------------|----------|-----------|-------------------|-------|------------------|
| 2.94% 1    | 14.71% 5 | 38.24% 13 | 44.12% 15         | 34    | 3.24             |

III.a.ii

8.4 d) Attend scheduled school events/ performances.

| Never   | Rarely  | Occasionally | Usually   | Always    | Total |
|---------|---------|--------------|-----------|-----------|-------|
| 0.00% 0 | 0.00% 0 | 8.82% 3      | 44.12% 15 | 47.06% 16 | 34    |

Parent Survey - Grades 9-12

Relates to Mission Specific Goal Setting Question: Question

Overall, how satisfied are you with the education your child/children is receiving at this school?

| Answer Choices        | Responses |
|-----------------------|-----------|
| Very dissatisfied     | 7.69%     |
| Somewhat dissatisfied | 3.85%     |
| Somewhat satisfied    | 42.31%    |
| Very satisfied        | 50.00%    |

| Response              | Count | Percentage | Total | Weighted Average |
|-----------------------|-------|------------|-------|------------------|
| Very dissatisfied     | 2     | 7.69%      | 26    | 2.81             |
| Somewhat dissatisfied | 1     | 3.85%      | 26    | 2.81             |
| Somewhat satisfied    | 11    | 42.31%     | 26    | 2.81             |
| Very satisfied        | 13    | 50.00%     | 26    | 2.81             |

11.a.ii d) That you are an important part of improving the 7.4 school? How often do you do the following?

11.a.ii 8.4 d) Attend scheduled school events/ performances.

Teacher Survey  
Relates to Mission Specific Goal Setting Question: Survey Question  
Teachers report that professional development this year has:

11.a.iii Been sustained and coherently focused, rather than short-term and unrelated.

11.a.iv Take responsibility for improving the school, feel responsible that all students learn.

11.a.v Teachers in this school trust each other.

7 Teachers report the following about classroom discussions:

7.1 Students use data and text references to support ideas.

7.3 Students build on each other's ideas during discussion.

9 Teachers report that: In this school, teachers are continually learning and seeking new ideas.

10 Teachers report that: Teachers discuss the managing of classroom behavior.

| Response          | Count | Percentage | Total | Weighted Average |
|-------------------|-------|------------|-------|------------------|
| Not at all        | 3     | 11.54%     | 26    | 2.81             |
| A little          | 4     | 15.38%     | 26    | 2.81             |
| Some              | 14    | 53.85%     | 26    | 2.81             |
| To a great extent | 5     | 19.23%     | 26    | 2.81             |

| Response          | Count | Percentage | Total | Weighted Average |
|-------------------|-------|------------|-------|------------------|
| Strongly Disagree | 2     | 3.39%      | 59    | 2.86             |
| Disagree          | 10    | 16.95%     | 59    | 2.86             |
| Agree             | 41    | 69.49%     | 59    | 2.86             |
| Strongly Agree    | 6     | 10.17%     | 59    | 2.86             |

| Response   | Count | Percentage | Total | Weighted Average |
|------------|-------|------------|-------|------------------|
| None       | 0     | 0.00%      | 59    | 3.8              |
| Some       | 4     | 6.78%      | 59    | 3.8              |
| About Half | 15    | 25.42%     | 59    | 3.8              |
| Most       | 29    | 49.15%     | 59    | 3.8              |
| Nearly All | 11    | 18.64%     | 59    | 3.8              |

| Response          | Count | Percentage | Total | Weighted Average |
|-------------------|-------|------------|-------|------------------|
| Not At All        | 0     | 0.00%      | 59    | 3.44             |
| A little          | 3     | 5.08%      | 59    | 3.44             |
| Some              | 27    | 45.76%     | 59    | 3.44             |
| To a Great Extent | 29    | 49.15%     | 59    | 3.44             |

| Response         | Count | Percentage | Total | Weighted Average |
|------------------|-------|------------|-------|------------------|
| Never            | 2     | 3.51%      | 57    | 2.89             |
| Once in a while  | 10    | 17.54%     | 57    | 2.89             |
| Most of the time | 37    | 64.91%     | 57    | 2.89             |
| All of the time  | 8     | 14.04%     | 57    | 2.89             |

| Response         | Count | Percentage | Total | Weighted Average |
|------------------|-------|------------|-------|------------------|
| Never            | 0     | 0.00%      | 57    | 3.07             |
| Once in a while  | 6     | 10.53%     | 57    | 3.07             |
| Most of the time | 41    | 71.93%     | 57    | 3.07             |
| All of the time  | 10    | 17.54%     | 57    | 3.07             |

| Response          | Count | Percentage | Total | Weighted Average |
|-------------------|-------|------------|-------|------------------|
| Strongly Disagree | 0     | 0.00%      | 59    | 3.39             |
| Disagree          | 2     | 3.39%      | 59    | 3.39             |
| Agree             | 32    | 54.24%     | 59    | 3.39             |
| Strongly Agree    | 25    | 42.37%     | 59    | 3.39             |

| Response               | Count | Percentage | Total | Weighted Average |
|------------------------|-------|------------|-------|------------------|
| less than once a month | 1     | 1.69%      | 59    | 3.42             |
| 2-3 times per month    | 6     | 10.17%     | 59    | 3.42             |
| 1 or 2 times per week  | 19    | 32.20%     | 59    | 3.42             |
| almost daily           | 33    | 55.93%     | 59    | 3.42             |

112

10.4 Teachers discuss what helps students learn best.

3.45%

2

15.52%

9

44.83%

26

36.21%

21

58

314