

## 1.4 Performance Management

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### 14 Del. C. §§ 512(4)-(7)

1. Explain how the school's Board and School Leadership Team will measure and evaluate the academic progress of individual students, student cohorts, and the school as a whole throughout the school year, at the end of each academic year, and for the term of the charter contract.

DELA will use the results of the State end-of-grade test each year and cumulatively over the life of the charter as the major measure of the school's academic progress, including individual students, student cohorts, and student subgroups. The school will use comparisons the local school district (Capital School District) as a whole, and subgroup comparisons, and similar schools' comparisons. The comparisons will include performance and growth measures. The DELA board and leadership team will use MAP assessments of the Northwest Evaluation Association to measure grade K-8 reading and math, and grade 1-8 science. The school will use MAP's to create benchmarks each year during the first 10 days of school. MAP will be administered at the four additional points in time throughout the school year as benchmarks and as a summative assessment for non-state tested grades. MAP assessment data will provide the board and leadership team with a way to measure proficiency and growth incrementally to use the data to drive instruction.

2. Explain how the school will collect and analyze student academic achievement data, use the data to refine and improve instruction, and report the data to the school community. Identify the person(s), position(s), and/or entities that will be responsible and involved in the collection and analysis of assessment data.

DELA's Instructional Leader will serve as test coordinator and will be responsible to generate data reports from the MAP assessment program which can be reported in the aggregate. Individual student reports will also be generated for parent and students to monitor incremental progress. MAP data in reading, math, and science will be used by the Instructional Leader, Teachers, and Instructional Teams to plan instruction, make academic interventions, and use as part of the school's Response-to-Intervention (RTI) Multi-Tiered System of Support (MTSS). Tests will be administered via computer with a lockdown browser during test administrations. Data is almost immediately available for use by the instructional staff upon completion of the test.

3. Describe the corrective actions the school will take, pursuant to 14 *Del. C.* § 512(5), if it falls short of student academic achievement expectations or goals at the school-wide, classroom, or individual student level. Explain what would trigger such corrective actions and who would be responsible for implementing them.

Instructional staff will identify all students which fall one standard deviation below the norm for elevation in the RTI program to Phase II. In Phase II, students are provided interventions including small group instruction, parent conference, peer

support assignment, other specific academic interventions, and revisit Personal Education Plan (PEP) goals. MAP provides sufficient detailed information to enable interventions in targets areas of instruction which may have resulted in the individual student's lower performance. The Instructional Leader, Lead School Administrator, the management services provider, and the board can monitor student progress by individual student, growth comparisons, subgroups, schoolwide, and as compared to state and national norms.

4. Describe how state data systems will be used and monitored to support informed decision-making in the areas of academic performance, organizational management, and financial viability. Include any coordinated professional development intended to sustain these processes.

DELA's services provider will provide the board and staff with extensive professional development to sustain the school's decision making in academic performance, organizational management, and financial viability. The board and school leaders will closely monitor state level data systems, including Delaware School Report Cards and other data systems to assess the school's status. MAP will provide us timely academic data which will give the board and staff sufficient time to make mid-course corrections. The board and school leadership will use available data reports on the school's organizational and financial performance to guide its decision making. The board and the management services provider will establish an internal monitoring system to analyze the school's incremental organizational and financial performance. For example, the management services provider will provide a management task list to assure that all reports are timely submitted, budgets are properly approved, assessment is made of actions in advance to help keep the school on the proper course in making informed decisions.

5. Describe how the School Leadership Team will oversee and monitor compliance with statutory requirements as measured by the Organizational Framework. Include any additional organizational goals and targets that the school will have. State the goals clearly in terms of the measures or assessments that the school plans to use.

The school leadership team will conduct internal compliance monitoring to assure the school's federal programs, including programs for students with disabilities, and programs for English learners are operated in compliance with state and federal standards. The team will use a check list to monitor financial management and oversight, governance and reporting, and monitor student and employee grievances, complaints, teacher and other professional credentialing, and the school environment including facilities, transportation, health and safety, and the school lunch program. The school will set goals annually based upon data collect and analyzed.

6. Describe any mission-specific academic goal(s) that the school plans to use. State your mission-specific goal(s) clearly in terms of the measure(s) to be used, the rationale(s) for each measure, and the targets that you plan to use to assess student

academic performance against these goals. (**Note!** mission-specific goals are optional unless you are proposing to serve students at-risk of academic failure.)

Our mission specific goals are as follows: (1) To identify the percentage of students score in reading, math, and science above the 90<sup>th</sup> percentile at the beginning of each school year based upon MAP assessment scores and increase said percentage by 7 percent each year; (2) To identify the percentage of students score in reading, math, and science above the 80<sup>th</sup> percentile each year based upon MAP assessment scores and increase said percentage by 7 percent each year; and (3) To identify the percentage of students scoring in reading, math, and science overall below the 80<sup>th</sup> percentile and increase their scores by a minimum of 5 percent each year. These mission specific goals will be used as a measure to determine the school's progress toward placing our students on the path to the best colleges and universities in the world.

7. If you are proposing to serve students who are at-risk of academic failure, pursuant to 14 DE Admin. Code § 275.4.2.1.5, describe the expected performance of each student on the State's mandatory assessments in each grade during the initial charter period and what, if any, portion of the Performance Framework (see links below) shall or shall not apply to the school, or shall be modified to more appropriately measure the performance of the school. (**Note!** Applicants proposing to serve students who are at-risk of academic failure are required to have one or more mission-specific goals.)

DELA is not proposing to serve only at-risk students. Therefore, we do not make specific goals at this time. We expect we will receive a percentage of student that are at-risk comparable to the local school district. If after lottery and testing, our at-risk population significantly exceeds the local school district, DELA board will set additional goals and petition the authorizers to modify the performance contract accordingly.