



## **PERFORMANCE FRAMEWORK GUIDE #3**

Office of Educational Opportunity  
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Revised 11/2024

## Academic Performance Framework: Indicators, Measures, Metric, Targets, and Ratings

### STATE AND FEDERAL ACCOUNTABILITY

Indicator	Measure	Metric	Target
<b>A.1.</b> State Report Card	Wisconsin Department of Public Instruction (DPI) School Report Card	Overall Accountability Rating	Receive an Overall Accountability Rating of Meets Expectations (3), Exceeds Expectations (4) or Significant Exceeds Expectations (5) on the DPI Report Card or Satisfactory using the Alternate Rating.

### STUDENT ACHIEVEMENT

Indicator	Measure	Metric	Target
<b>A.2.</b> State ELA Assessment	Wisconsin Forward Exam	Percent of school, local school district, and state FAY students scoring Advanced or Meeting in ELA	Achieve a percentage of pupils in all grades tested by Forward Exam in the charter school scoring Advanced and/or Meeting in ELA that is the same as or higher than the average of the percentage of pupils scoring Advanced and/or Meeting in corresponding grades in the local district and the State.

Indicator	Measure	Metric	Target
<b>A.3.</b> State Math Assessment	Wisconsin Forward Exam	Percent of school, local school district, and state FAY students scoring Advanced or Meeting in Math	Achieve a percentage of pupils in all grades tested by Forward Exam in the charter school scoring Advanced and/or Meeting in ELA that is the same as or higher than the average of the percentage of pupils scoring Advanced and/or Meeting in corresponding grades in the local district and the State.

### STUDENT GROWTH

Indicator	Measure	Metric	Target
<b>A.4.</b> MAP Growth Reading	NWEA MAP Assessments	Percent of students meeting or exceeding their predicted Fall to Spring growth norm in Reading	At least 50% of all students tested meet or exceed Fall to Spring growth targets in Reading.

Indicator	Measure	Metric	Target
<b>A.5.</b> MAP Growth Mathematics	NWEA MAP Assessments	Percent of students meeting or exceeding their predicted Fall to Spring growth norm in Math	At least 50% of all students tested meet or exceed Fall to Spring growth targets in Mathematics.

Indicator	Measure	Metric	Target
<b>A.6.</b> MAP Reading Growth for students that scored below the 50th percentile in Fall assessment	NWEA MAP Assessments	Average Fall to Spring Reading growth norm in Reading for students that scored below the 50th percentile in Fall assessment	At least 50% or more of students that scored below the 25 <sup>th</sup> (or 50 <sup>th</sup> ) percentile in Fall meet or exceed Fall to Spring growth targets in Reading.

Indicator	Measure	Metric	Target
<b>A.7.</b> MAP Mathematics RIT Growth for students that scored below the 50th percentile in Fall assessment	NWEA MAP Assessments	Average Fall to Spring Reading growth norm in Math for students that scored below the 50th percentile in Fall assessments	At least 50% or more of students that scored below the 25 <sup>th</sup> (or 50 <sup>th</sup> ) percentile in Fall meet or exceed Fall to Spring growth targets in Mathematics.

## POST-SECONDARY READINESS

Indicator	Measure	Metric	Target
<b>A.8.</b> Attendance	Attendance rate for all students.	Actual days present divided by the total possible days of attendance.	Achieve an attendance rate that is the same as or higher than the average attendance rate of the local school district and the State at the same corresponding grade level(s).

Indicator	Measure	Metric	Target
<b>A.9.</b> Graduation	4-year high school completion rate	Percentage of students who complete high school within 4 years with their cohort	The graduation rate of pupils in the charter school is the same as or higher than the average of the 4-year graduation rate of the local school district and the state.

#### HIGH SCHOOLS ONLY

#### ACT & PreACT Secure Assessment

Indicator	Measure	Metric	Target
<b>A. 10.</b> State ELA Assessment	ACT and PreACT Secure	Percent of school, local school district, and State FAY students scoring Advanced or Meeting in ELA	Achieve an average percentage of pupils in all grades tested by ACT and PreACT in the charter school scoring Advanced and/or Meeting in ELA that is the same as or higher than the average of the percentage of pupils scoring Advanced and/or Meeting in corresponding grades in the local district and the State.

Indicator	Measure	Metric	Target
<b>A.11.</b> State Math Assessment	ACT and PreACT Secure	Percent of school, local school district, and state FAY students scoring Advanced or Meeting in Math	Achieve an average percentage of pupils in all grades tested by ACT and PreACT in the charter school scoring Advanced and/or Meeting in ELA that is the same as or higher than the average of the percentage of pupils scoring Advanced and/or Meeting in corresponding grades in the local district and the State.

#### SCHOOL-SPECIFIC GOAL(S)

**A.12. School-Specific Goals related to Post-Secondary Readiness**

This measure allows for the inclusion of school-specific goals that are agreed upon by the individual school and authorizer. Specifically, the school and authorizer must work together to identify a target for Meets Standard. These measures are applied only if the goals are valid, reliable, measurable, and quantifiable and are not otherwise captured in the Performance Framework. Schools may want to include school special goals related to their mission and or/ in relation to their post-secondary education specific goals.

**Financial Performance Framework: Indicators, Measures, Metric, Targets, and Ratings**

**NEAR-TERM**

Indicator	Measure	Metric	Target
F.1. Current Ratio	School Audit	Current ratio of assets to liabilities	Current Ratio is greater than or equal to 1.1.

Indicator	Measure	Metric	Target
F.2. Enrollment Variance	September and January actual enrollment counts vs. projected (budgeted) enrollment	Average of September and January actual enrollment counts vs. projected (budgeted) enrollment	Enrollment Variance ratio is greater than or equal to 1.0

Indicator	Measure	Metric	Target
F.3. Debt default	School Audit	Notes to the audited financial statements and/or independent auditor provided management letters  Loan status	The school has not defaulted on one or more loan covenant(s) and is not delinquent on debt service payments.

**LONG-TERM SUSTAINABILITY**

Indicator	Measure	Metric	Target
F.4. Debt to Asset Ratio	School Audit	Total liabilities to total assets	Debt to Asset Ratio is less than or equal to 0.9.

## FINANCIAL MANAGEMENT AND OVERSIGHT

Indicator	Target
<b>F.5.</b> On time financial reporting and compliance	The school materially complies with applicable laws, rules, regulations, and provisions of the charter contract relating to financial reporting requirement including timely and complete submission of required documents, including but not limited to: <ul style="list-style-type: none"> <li>Completion and on-time submission of the annual independent audit to the DPI;</li> <li>Completion and on-time submission of the annual independent audit to the OEO;</li> <li>On-time submission and completion of annual and revised budgets</li> <li>Submission of board contracts with a management company (if applicable)</li> <li>On time reporting of requirements related to the use of public funds including reports submitted to the DPI (i.e. special education, Title I and school nutrition budgets)</li> </ul>

Indicator	Target
<b>F.6.</b> Unqualified audit without significant findings or weaknesses	The school materially complies with applicable laws, rules, regulations, and provisions of the charter contract relating to financial management, controls, and oversight as evidenced by an annual independent financial audit, including but not limited to: <ul style="list-style-type: none"> <li>The audit report contained an unqualified audit opinion.</li> <li>The audit report was devoid of significant findings, material conditions, or significant internal control weaknesses.</li> <li>The audit report (including separate or supplemental schedules) identified no repeat findings of significance.</li> <li>The audit report did not include a going concern disclosure in the notes or an explanatory paragraph within the audit report.</li> </ul>

## GOVERNANCE COMPLIANCE AND QUALITY

Indicator	Target
<b>O.1.</b> Compliance – Governance	The board materially complies with all applicable laws and the charter contract regarding governance, including but not limited to: <ul style="list-style-type: none"> <li>Board composition and/or membership rules followed</li> <li>Board bylaws</li> <li>Compliance with state open meetings law</li> <li>Compliance with state public records law</li> <li>Compliance with Code of ethics</li> <li>Compliance with Conflicts of interest</li> <li>Schedule of board meetings and meeting minutes are submitted to the OEO</li> </ul>

	<ul style="list-style-type: none"> <li>• Participation in required Board member training by the OEO</li> <li>• Submission of Strategic Plan and changes to it</li> <li>• Board regularly reviews academic, financial, and organizational performance data to ensure the school is meeting expectations as outlined in the charter contract, and takes appropriate action as needed.</li> <li>• Board evaluates the school leader(s) and its own performance in accordance with a written board policy.</li> </ul>
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Indicator	Target
<b>O.2.</b> Compliant with oversight of schools with CMO's  Only applicable for schools with a Charter Management Organization (CMO) or Education Service Provider (ESP).	The board/school meets all requirements outlined in charter contract and board contract with CMO.

**EDUCATION PROGRAM AND STUDENT ADMISSIONS & PROTECTION**

Indicator	Target
<b>O.3.</b> The school is implementing the educational program and key design described in the charter contract	The school implements the key design elements of its education program consistent with its mission and the charter contract, or the school has gained appropriate approval for charter modification to the material terms.

Indicator	Target
<b>O.4.</b> The school is compliant with required instructional days or minutes, graduation and promotion requirements, and state assessments	The school materially complies with all applicable laws, rules, regulations, and provisions of state/ federal law and/or the charter contract relating to education requirements, including but not limited to: <ul style="list-style-type: none"> <li>• Instructional days or minutes requirements are submitted and met</li> <li>• Graduation and promotion requirements are adhered to</li> <li>• Content standards (as applicable to schools proposed program), and</li> <li>• Required state assessments are administered</li> </ul>

Indicator	Target and Rating
<b>O.5</b> Fair and equitable enrollment	The school generally materially complies with all applicable laws, the charter contract, and its own policies relating to the rights of students, including but not limited to:

	<ul style="list-style-type: none"> <li>• The school's recruitment, application, admissions, lottery, waiting lists, and enrollment policies (including rights to enroll or maintain enrollment) and practices are fair and equitable as required by law and does not discriminate in its admissions policies and practices</li> <li>• The collection and protection of student information</li> <li>• Due process protections, privacy, civil rights, and student liberties requirements, including First Amendment protections and the Establishment Clause restrictions prohibiting public schools from engaging in religious instruction</li> <li>• Student discipline and behavior, including discipline hearings and suspension and expulsion policies and practices are fair and equitable as required by law and or board policy</li> </ul>
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Indicator	Target
<b>O.6.</b> Compliance for Students with Disabilities	Consistent with the school's status as a Local Education Agency (LEA), the school materially complies with applicable laws, rules, regulations, and provisions of the charter contract relating to serving students with disabilities who currently qualify or who may qualify for services pursuant to the Individuals with Disabilities Education Act (IDEA), Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act (ADA), including but not limited to: <ul style="list-style-type: none"> <li>• Equitable access and opportunity to enroll,</li> <li>• Complies with rules relating to identification and referral including evaluation of representation of subgroups, (i.e., Child Find process is in place and the school adheres to this process)</li> <li>• The development and implementation of Individualized Education Programs (IEPs) and Section 504 plans are consistently carried out by appropriately certified staff</li> <li>• Access to the school's facility and programs are provided to students and parents in a lawful manner and consistent with their abilities</li> <li>• The school consistently complies with rules relating to discipline, including due process protections, manifestation determinations, and behavioral intervention plans</li> <li>• Operational compliance, including provision of services in the least restrictive environment and appropriate inclusion in the school' academic program, assessments, and extracurricular activities.</li> <li>• Communication requirements with parents or guardians</li> <li>• Securing and use of all available funding</li> </ul>

Indicator	Target
<b>O.7.</b> Compliance requirements for students identified as English Learners (ELL)	<b>Meets Standard (1)</b> Consistent with the school's status as a Local Education Agency (LEA), the school materially complies with all applicable laws, rules, regulations, and provisions of the charter contract (including Title III of the Elementary and Secondary Education Act [ESEA] and U.S. Department of Education authorities) relating to requirements regarding English learners, including but not limited to:



	<ul style="list-style-type: none"> <li>• Equitable access and opportunity to enroll</li> <li>• Required policies related to the service of EL students</li> <li>• Compliance with native language communication requirements, including communication with parents or guardians</li> <li>• Proper steps for identification of students in need of EL services</li> <li>• Appropriate and equitable delivery of services to identified students</li> <li>• Appropriate accommodations on assessments</li> <li>• Exiting of students from EL services</li> <li>• Securing and use of all available funding</li> </ul>
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**CREATING GREAT PLACES TO WORK: COMPLIANCE AND QUALITY**

Indicator	Target
<b>O.8.</b> Compliance - Staffing	The school materially complies with applicable laws and the charter contract regarding employee qualifications and rights, including but not limited to: <ul style="list-style-type: none"> <li>• Background checks and clearances (for employees, contractors, and volunteers)</li> <li>• Credentialing requirements               <ul style="list-style-type: none"> <li>◦ All Instructional Staff for whom licensure is required by Wis. Stat. §§ 118.19(1) and 121.02(1)(a)(2) shall hold a license or permit to teach issued by the DPI.</li> </ul> </li> <li>• Employee rights, such as, those relating to the Family Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), and employment contracts (as applicable).</li> <li>• Effective performance management practices, such as staff evaluation (as required by state law), onboarding, and performance improvement practices</li> <li>• Professional development and other staff support that meet educator needs consistent with the school's mission, key design elements, and strategic goals</li> </ul>

**FACILITIES AND SAFE SCHOOL ENVIRONMENT**

Indicator	Target
<b>O.9.</b> Adequate and maintained facilities	The school materially complies with applicable laws, rules, regulations, and provisions of the charter contract relating to the school facilities and operations, grounds, and transportation (as applicable), including but not limited to: <ul style="list-style-type: none"> <li>• Americans with Disabilities Act (ADA) and Individuals with Disabilities Education Act (IDEA) facility compliance</li> <li>• Evidence of Fire inspections and related records</li> <li>• Crisis management and related policies and practice</li> </ul>

	<ul style="list-style-type: none"> <li>• Viable certificate of occupancy</li> <li>• Documentation of insurance coverage</li> <li>• Student transportation is safe, reliable, and accessible (as applicable)</li> <li>• Following facilities safety and security, including the welcoming and guiding of visitors, including parents and students</li> </ul>
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Indicator	Target
<b>O.10.</b> Safety and health-related services requirements	<p>The school materially complies with applicable laws, rules, regulations, and provisions of the charter contract relating to the safety and health services requirements, including but not limited to:</p> <ul style="list-style-type: none"> <li>• Following applicable food service requirements</li> <li>• Appropriate nursing services and dispensing of pharmaceuticals, as applicable</li> <li>• Student records maintenance, including complying with privacy requirements</li> <li>• Ensuring the physical, social, and emotional health of the pupils enrolled</li> <li>• Other LEA services, as applicable</li> </ul>

Indicator	Target
<b>O.11.</b> School Community  <i>School-developed goal</i>	The school disseminates a survey to gather family, students, staff, regarding satisfaction with the quality of the program, safe environment and/or other measures identified by the school. This demonstrates cycles of improvement using stakeholder voices.

**ADDITIONAL OBLIGATIONS**

INDICATOR	Target
<b>O.12.</b> Wisconsin Department of Public Instruction (DPI) reporting requirements	The school complies with applicable laws, rules, regulations, and provisions of the charter contract relating to relevant reporting requirements to the Wisconsin Department of Public Instruction (DPI) and/or the U.S. Department of Education or its designated agencies. School submits critical information punctually and accurately to the DPI.

INDICATOR	Target
<b>O.13.</b> Office of Educational Opportunity reporting	The school materially complies with all other material legal, statutory, regulatory, or contractual requirements contained in its charter contract that are not otherwise explicitly stated herein, including but not limited to requirements from the following sources:

requirements	<ul style="list-style-type: none"><li>• Revisions to state charter law</li><li>• Intervention requirements by the authorizer</li><li>• Compliance and oversight</li><li>• Information required to be posted on school websites</li><li>• Annual Report</li><li>• Additional information requested by the authorizer</li><li>• The school is meeting relevant compliance requirements included in the charter contract as indicated by having 80% or higher On Time statistic in Canvas.</li></ul>
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