

Charles County Public Schools

Public Charter Schools

Accountability Plan



Charles County Public Schools

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Contents

Introduction..... 3

Requirements..... 4

Essential Elements of the Plan 5

Section 1- Instructional Programs 8

Section 2- Student Services12

Section 3- Family & Community Involvement16

Section 4- Business & Management Services20

Section 5- School Climate24

Section 6- Governance and Management.....28

Section 7- Operational Compliance.....32

Introduction

A Charter School Accountability Plan serves as a roadmap for continuous school improvement. It should provide information needed to measure and track the school's progress toward its goals, make program adjustments when needed, and report to parents, the community, and the chartering authority on performance and progress.

The Accountability Plan is the mechanism through which the school indicates the outcomes (goals) and performance levels (annual measurable outcomes) to which it is accountable. It is important to recognize that the performance of charter schools will also be compared by the public and the media to that of traditional public schools and with other public charter schools. The design of an Accountability Plan needs to acknowledge and prepare for this inevitable comparison.

In establishing outcome measures, it is important to measure results, not inputs. Some of the most commonly measured and discussed forms of school data involve what a school is doing and implementing rather than the quality of the program and the effect it is having on student achievement and organizational strength. Strategies, or inputs, that a school uses to achieve their ultimate goals are important part of achieving the goal. Measuring outcomes rather than inputs is especially important in the area of academics where persistent or increased student achievement is the most compelling evidence of the success of an academic program. Strategies such as curriculum alignment or increase of after-school tutoring are vital to the program, but remain strategies to achieve a goal and not goals or objectives in themselves.

According to the National Association of Charter School Authorizers, a quality authorizer evaluates each school annually on its performance and progress toward meeting the standards and targets stated in the charter contract, including essential compliance requirements, and clearly communicates evaluation results to the school's governing board and leadership. This plan is intended to be a five-year plan which is the length of the charter agreement. The plan, along with the annual site review visit, is intended to evaluate the school's operations by summarizing their performance and identifying areas of strength and areas needing improvement.

Requirements

The Accountability Plan should provide information needed to assure strong performance and continuous improvement over the foreseeable future of the school. The plan should place a particular emphasis on documenting performance and progress over a three-year period from receipt of the charter. The plan must include the essential elements in the required seven areas which include Instructional Programs, Student Services, Family & Community Involvement, Business & Management Services, School Climate, Governance & Management, and Operational Compliance.

The accountability plan should include components of the following items:

- Is the educational program a success?
- How will the public charter school provide evidence of significantly improved or persistently strong student performance?
- How will the public charter school measure progress towards both its academic and nonacademic goals?
- Are the goals that have been created realistic and rigorous enough to warrant renewal at the end of the five-year charter?
- Is the school a viable organization?
- Are the distinctive programs of the school fully implemented and operating as intended?
- Do teachers and other staff have the training and resources they need, and are they performing effectively?
- Is the school maintaining effective leadership by its Governing Board, competent management of its operations, and responsible use of the public funds under its stewardship?
- Is the school in compliance with the rules under which it operates?
- Is the school meeting the requirements of applicable laws and regulations?
- Is the school meeting the terms of the charter agreement and faithfully implementing the plans contained in the application?
- Is the plan measuring outcomes rather than inputs?

Essential Elements of the Plan

A. A statement of challenging, measurable, attainable Goals.

- Goals that focus on outcomes that are measurable, or that are accompanied by objectives that specify measurable outcomes for each goal;
- Student performance goals that are linked to a well-defined set of academic standards that specify both content and performance; and
- Non-academic goals for the school that are related to such indicators as student attendance and retention, graduation rates (if applicable), types and frequency of disciplinary incidents (e.g., suspensions, expulsions), parent participation, and teacher retention.

B. A set of Annual Outcomes that specify what will be measured.

- At least one indicator specified for each goal, with multiple indicators specified for some goals; and
- Indicators that are aligned with goals and that will provide a reasonable basis upon which to judge the degree to which the goal has been met.

C. Long-term performance targets (Benchmarks).

- Provisions for establishing baseline performance levels for each goal and its associated indicator(s).
Three-year and five-year performance targets, as well as annual intermediate benchmarks for each performance indicator.

D. Measurement tools capable of supplying the information needed to judge performance.

- A design for measuring student performance that will provide credible evidence of academic progress, use corresponding assessment tools annually so as to produce longitudinal data over the term of the charter, employ multiple tools for assessing student performance (which must include any required district-wide assessments, but may also include other norm referenced tests, criterion referenced tests, authentic or

performance assessments such as student portfolios, tests that measure the mastery of academic standards, etc.);

- A schedule for administering assessment instruments and gathering other data; and
- A plan for arraying and analyzing data so that results can be presented in technically sound, understandable, and useful forms.

E. Baseline data

- Provides an information base against which to monitor and assess an activity's progress and effectiveness during implementation and after the activity is completed;
- Builds a database against which to monitor and assess a program's feasibility, progress, and effectiveness – during implementation and after the program is completed.

F. Strategies for supporting program improvement and continuous system renewal.

- Strategies for using information produced by the Accountability Plan to strengthen the performance of the school.
- Procedures for assuring that accountability information is available and regularly considered in the management of the school; the policy making processes of the Board of Trustees; plans for teacher professional development activities; and the design of program and management adjustments that are intended to improve the future performance of particular programs, and of the charter school.

School Mission

Replace this text with your school mission.

Section 1- Instructional Programs

The theory behind public charter schools is that the public charter school programs will provide educational options to students that are not available within the traditional public school system. The educational plan is a clearly articulated vision for an innovative public school, which will lead to improved educational outcomes and greater community ownership.

SAMPLE

A. Goal <i>Students will be proficient readers.</i>			
B. Annual Outcome Measures <i>At the end of the school year, the percentage of students meeting grade-level reading expectations will increase by 5.6% to 40.6%.</i>	C. 3/5 Year Outcome Measures <i>At the end of the 2027-28 school year, 68% of students will be reading at or above grade level.</i>	D. Measurement Tool(s) <i>iReady</i>	E. Baseline Data <i>At the end of the 2021-22 school year, 35% of students met grade-level reading expectations as measured by iReady.</i>
F. Strategies for Attainment -Comprehensive professional learning plan around literacy and alignment to standards -Walkthrough template that aligns with professional learning -Data utilization meetings and follow-up team planning -Extended learning opportunities			

Areas to Consider

*Charter school may choose to develop their goals from the following criteria or develop goals using separate but relevant criteria.

- MCAP data
- iReady data
- Other Student Performance Assessments
- Student Academic Growth
- Non-Testing Assessment Methods
- Academic Intervention

Section 1- Instructional Programs

Goal Insert your goal here.			
Annual Outcome Measures	3/5 Year Outcome Measures	Measurement Tool(s)	Baseline Data
Insert your measures here.	Insert your measures here.	Insert your tool(s) here.	Insert your data here.
Strategies for Attainment Insert your strategies here.			

Year 1	Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal Insert review and reflection here.
	End-of-Year Review and Reflection Data/Evidence to Support Work Towards Goal Insert review and reflection here.
	Level of Attainment Insert attainment here.

Year 2	<p>Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>End-of-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

Year 3	<p>Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>End-of-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

Year 4	<p>Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>End-of-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

Year 5	<p>Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>End-of-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

Section 2- Student Services

Supports should be in place to help students focus on success and growth, ensuring they are equipped to thrive in any learning environment. These supports can include social/emotional learning, extra-curricular activities, health services, and other supports that are both academic and non-academic.

SAMPLE

A. Goal <i>The school will build capacity of staff and identify Multi-Tiered Systems of Supports that will foster social/emotional well-being leading to academic progress for all students.</i>			
B. Annual Outcome Measures	C. 3/5 Year Outcome Measures	D. Measurement Tool(s)	E. Baseline Data
<i>All staff will be trained in CPI De-escalation techniques by the end of first quarter, MTSS by the end of first semester, and Mental Health First Aid by the end of the 2023-24 school year.</i>	<i>Student school and classroom attendance and student engagement rates will maintain or increase at 90% and above from school year 2023-24 to school year 2028-29.</i>	<i>Attendance and certifications for trainings, Observation of MTSS strategy implementation; attendance data in Synergy; BASEline survey data</i>	<i>Training certifications for staff; first year attendance data; engagement data (BASEline survey)</i>
F. Strategies for Attainment <i>-Establish a Culture, Climate, and Engagement committee involving all stakeholders to meet regularly to address needs.</i> <i>-Need Assessment to completed by stakeholders for Climate, Culture and Engagement,</i> <i>-Identification of Multi-Tiered Systems of Supports to be implemented school-wide (Admin. oversight for accountability).</i> <i>-Monthly data analysis of progress or necessary changes.</i> <i>-Book study for staff on trauma informed school and/or social, emotional learning.</i> <i>-Model best-practices daily for mental health and social emotional strategies including restorative practices, mediation, mindfulness, individual and group counseling, school counseling lessons, de-escalation techniques, etc. and incorporate strategies at all meetings with staff, students, and parents.</i>			

Areas to Consider

*Charter school may choose to develop their goals from the following criteria or develop goals using separate but relevant criteria.

- Attendance data
- Discipline data
- Extracurricular activities
- Social/emotional programs

Section 2- Student Services

Goal Insert your goal here.			
Annual Outcome Measures Insert your measures here.	3/5 Year Outcome Measures Insert your measures here.	Measurement Tool(s) Insert your tool(s) here.	Baseline Data Insert your data here.
Strategies for Attainment Insert your strategies here.			

Year 1	Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal Insert review and reflection here.
	End-of-Year Review and Reflection Data/Evidence to Support Work Towards Goal Insert review and reflection here.
	Level of Attainment Insert attainment here.

Year 2	<p>Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>End-of-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

Year 3	<p>Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>End-of-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

Year 4	<p>Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>End-of-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

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	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

Section 3- Family & Community Involvement

The most basic statement that can be made about family involvement in education is that when it happens, everyone benefits. Research has conclusively shown that family involvement and community participation in education benefits students, families, teachers, and schools, whether the program is at the elementary, middle, or high school level.

SAMPLE

A. Goal <i>The school will engage in community and business partnerships that add value to the school community.</i>				
B. Annual Outcome Measures		C. 3/5 Year Outcome Measures		D. Measurement Tool(s)
<i>By March 2024, the school will have partnered with at least 3 business/community organization which align with the school mission and vision.</i>		<i>By March 2029, the school will have partnered with at least 6 business/community organization which align with the school mission and vision.</i>		<i>Partnership growth</i>
E. Baseline Data <i>Year 1 partnership numbers</i>				
F. Strategies for Attainment - Strong community outreach committee -Market the school within the community and with local business -Create opportunities for local business to contribute to the school in various ways				

Areas to Consider

*Charter school may choose to develop their goals from the following criteria or develop goals using separate but relevant criteria.

- Family outreach
- School partnerships with businesses and community
- Community events
- PTO/A
- Parental activities

Section 3- Family & Community Involvement

Goal Insert your goal here.			
Annual Outcome Measures	3/5 Year Outcome Measures	Measurement Tool(s)	Baseline Data
Insert your measures here.	Insert your measures here.	Insert your tool(s) here.	Insert your data here.
Strategies for Attainment Insert your strategies here.			

Year 1	Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal Insert review and reflection here.
	End-of-Year Review and Reflection Data/Evidence to Support Work Towards Goal Insert review and reflection here.
	Level of Attainment Insert attainment here.

Year 2	<p>Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
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	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

Year 3	<p>Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
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	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

Year 4	<p>Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>End-of-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

Year 5	<p>Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
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	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

Section 4- Business & Management Services

Schools should commit to having sound business and management practices and effective decision-making procedures and to implementing a system capable of demonstrating that soundness. Each school must demonstrate financial transparency by submitting the required independent annual audit for each fiscal year.

A. Goal At the end of the 2023-24 school year, the school will demonstrate the sustainability and stability of the school through the careful use of financial resources.			
B. Annual Outcome Measures	C. 3/5 Year Outcome Measures	D. Measurement Tool(s)	E. Baseline Data
<i>At the end of the 2023-24 school year, annual financial audit will show no adverse findings.</i>	<i>By the end of the 2026-27 school year, the school will have a clean audit each of the three proceeding school years.</i>	<i>Financial audit findings</i>	
F. Strategies for Attainment <ul style="list-style-type: none"> - <i>Clear and consistent internal control procedures.</i> - <i>Monthly financial meetings with Executive Director and Principal to the Secretary.</i> - <i>Regular updates of finances at Board of Governors meetings.</i> - 			

Areas to Consider:

*Charter school may choose to develop their goals from the following criteria or develop goals using separate but relevant criteria.

- Financial Challenges
- Internal Financial Controls
- Financial Transactions
- Financial Oversight
- Funding Breakdown by Category
- Financial Audits

Section 4- Business & Management Services

Goal Insert your goal here.			
Annual Outcome Measures	3/5 Year Outcome Measures	Measurement Tool(s)	Baseline Data
Insert your measures here.	Insert your measures here.	Insert your tool(s) here.	Insert your data here.
Strategies for Attainment Insert your strategies here.			

Year 1	Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal Insert review and reflection here.
	End-of-Year Review and Reflection Data/Evidence to Support Work Towards Goal Insert review and reflection here.
	Level of Attainment Insert attainment here.

Year 2	<p>Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
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	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

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	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

Year 4	<p>Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
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	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

Year 5	<p>Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
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	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

Section 5- School Climate

The culture and climate of the charter school should reflect the values set forth in the application. The charter school should value students, staff, and the community it serves to ensure there is a sense of belonging while being safe and engaged in supporting student learning and achievement.

SAMPLE

A. Goal <i>School will experience little student turnover.</i>			
B. Annual Outcome Measures	C. 3/5 Year Outcome Measures	D. Measurement Tool(s)	E. Baseline Data
<i>By the end of the 2023-24 school year, the school will have retained at least 85% of their eligible students in each previous year.</i>	<i>By the end of the 2026-27 school year, the school will have retained at least 95% of their eligible students in each of the previous years.</i>	<i>Enrollment data Exit survey data</i>	<i>Enrollment data</i>
F. Strategies for Attainment <ul style="list-style-type: none"> - Clear and consistent internal control procedures. - Monthly financial meetings with Executive Director and Principal to the Secretary. - Regular updates of finances at Board of Governors meetings. 			

Areas to Consider

*Charter school may choose to develop their goals from the following criteria or develop goals using separate but relevant criteria.

- Student enrollment
- Staff retention and turnover
- Measures of school climate
- School recruiting and marketing
- School/student experience
- Capacity for staff professional learning

Section 5- School Climate

Goal Insert your goal here.			
Annual Outcome Measures	3/5 Year Outcome Measures	Measurement Tool(s)	Baseline Data
Insert your measures here.	Insert your measures here.	Insert your tool(s) here.	Insert your data here.
Strategies for Attainment Insert your strategies here.			

Year 1	Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal Insert review and reflection here.
	End-of-Year Review and Reflection Data/Evidence to Support Work Towards Goal Insert review and reflection here.
	Level of Attainment Insert attainment here.

Year 2	<p>Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>End-of-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

Year 3	<p>Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
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	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

Year 4	<p>Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>End-of-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
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	<p>End-of-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

Section 6- Governance and Management

The charter school shall be overseen by a Governing Board. The Governing Board of the public charter school is legally responsible for all transactions of the public charter school. The Governing Board is expected to exercise reasonable care when making a decision as stewards of the organization.

SAMPLE

A. Goal <i>School will be operated with strong Board Governance Practices.</i>			
B. Annual Outcome Measures	C. 3/5 Year Outcome Measures	D. Measurement Tool(s)	E. Baseline Data
<i>Throughout the 2023-24 school year, the school will operate with a fully functioning board and hold monthly meetings</i>	<i>By 2028-29 school year, the Governing Board has maintained 95% of its members.</i>	<i>Board composition, meeting agendas and minutes.</i>	<i>Enrollment data</i>
F. Strategies for Attainment <i>-Consistent board composition</i> <i>-Fidelity to monthly meeting schedule</i> <i>-Strategic board planning</i> <i>-Annual board training and retreat</i>			

Areas to Consider

*Charter school may choose to develop their goals from the following criteria or develop goals using separate but relevant criteria.

- Board composition and turnover
- Board responsibilities
- Evaluation of school leadership
- Strategic planning/board trainings
- Board communication with stakeholders
- Financial oversight

Section 6- Governance and Management

Goal Insert your goal here.			
Annual Outcome Measures Insert your measures here.	3/5 Year Outcome Measures Insert your measures here.	Measurement Tool(s) Insert your tool(s) here.	Baseline Data Insert your data here.
Strategies for Attainment Insert your strategies here.			

Year 1	Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal Insert review and reflection here.
	End-of-Year Review and Reflection Data/Evidence to Support Work Towards Goal Insert review and reflection here.
	Level of Attainment Insert attainment here.

Year 2	<p>Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
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	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

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	<p>End-of-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

Year 4	<p>Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>End-of-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

Year 5	<p>Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>End-of-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

Section 7- Operational Compliance

The Governing Board shall identify an individual who will serve as the Executive Director. A stable, effective, and comprehensive school management model consistent with the mission is a key in clearly defining roles of the operators of the school and its interaction with staff. Appropriate teacher and parent input in school decision-making is crucial as well. A well-developed, viable administrative management structure is important in establishing a public charter school.

SAMPLE

A. Goal <i>School will operate in compliance with its charter contract and CCPS policies and procedures.</i>			
B. Annual Outcome Measures	C. 3/5 Year Outcome Measures	D. Measurement Tool(s)	E. Baseline Data
<i>School will operate annually in 100% compliance of the approved charter school contract resulting in positive annual charter school site visit.</i>	<i>School will operate annually in 100% compliance of the approved charter school contract resulting in positive annual charter school site visit.</i>	<i>-Signed charter school agreement -Site visit findings -CCPS deadlines for requests and requirements</i>	
F. Strategies for Attainment <i>-Strong procedures and structures within the school which are monitored daily. -Staff and administration is held accountable to all CCPS policies and procedures. -Monthly check-ins with CCPS charter school liaison(s)</i>			

Areas to Consider

*Charter school may choose to develop their goals from the following criteria or develop goals using separate but relevant criteria.

- Student enrollment/lottery procedures
- Facilities compliance
- CCPS Board policies and Superintendent rules
- OSAL deadlines
- Charter agreement
- COMAR requirements and guidelines

Section 7- Operational Compliance

Goal Insert your goal here.			
Annual Outcome Measures	3/5 Year Outcome Measures	Measurement Tool(s)	Baseline Data
Insert your measures here.	Insert your measures here.	Insert your tool(s) here.	Insert your data here.
Strategies for Attainment Insert your strategies here.			

Year 1	Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal Insert review and reflection here.
	End-of-Year Review and Reflection Data/Evidence to Support Work Towards Goal Insert review and reflection here.
	Level of Attainment Insert attainment here.

Year 2	<p>Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
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	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

Year 3	<p>Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>End-of-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

Year 4	<p>Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>End-of-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>

Year 5	<p>Mid-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>End-of-Year Review and Reflection Data/Evidence to Support Work Towards Goal</p> <p style="color: blue;">Insert review and reflection here.</p>
	<p>Level of Attainment</p> <p style="color: blue;">Insert attainment here.</p>