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**2020-2021 Annual School Performance Report: New America School-Las Cruces**

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**School Name:** New America School – Las Cruces

**School Address:** 207 S. Main St., Las Cruces, NM 88001

**Head Administrator:** Margarita Porter

**Business Manager:** Kyle Hunt, contracted through The Vigil Group

**Authorized Grade Levels:** 9-12

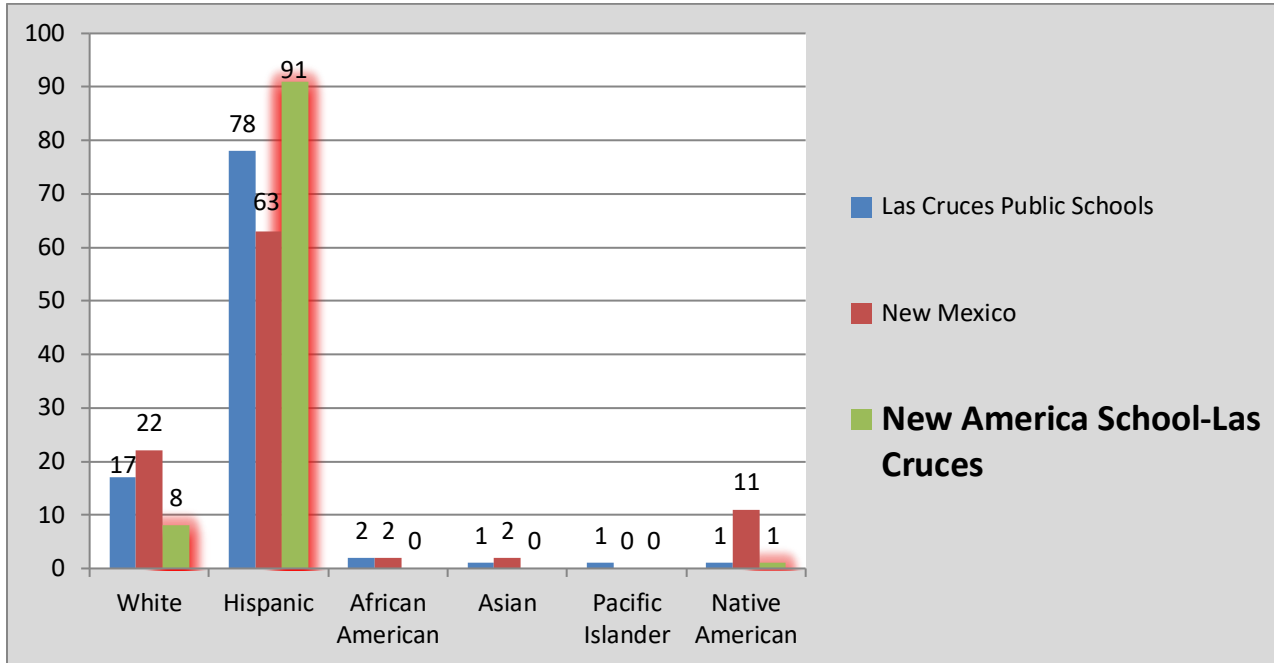
**Authorized Enrollment Cap:** 450

**Current Enrollment:** 202

**Contract Term:** July 1, 2017 – June 30, 2022

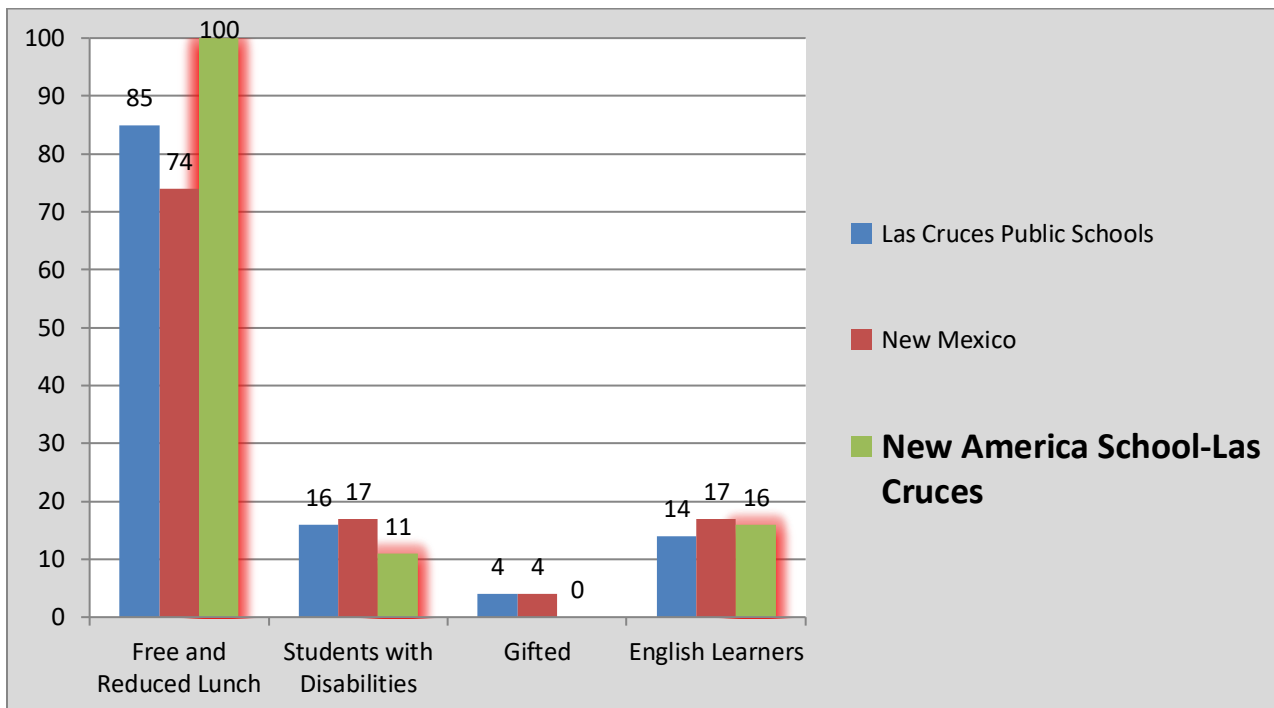
**Mission:** *To empower new immigrants, English language learners, and the academically underserved with the educational tools and supports they need to maximize their potential, succeed, and live the American Dream.*

**Enrollment by Race/Ethnicity**



Source: STARS District and Location Reports General Reports Enrollment Subgroup Percentages with Averages

**Enrollment by Other Subgroups**



Source: STARS District and Location Reports General Reports Enrollment Subgroup Percentages with Averages

**Site Visit Summary: April 27, 2021**

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**Virtual Site Visit Participants**

**School: Margarita Porter: Principal; Christina Montoya: Assistant Principal**

**PED: Corina Chavez, Missy Brown, Missy Wauneka**

**Response to COVID Pandemic**

[New America School in Las Cruces](#) (NAS\_LC) serves 202 students in grades 9-12. In March 2020, NAS\_LC began virtual learning with a primarily asynchronous model. Due to low attendance and high numbers of struggling students, NAS\_LC learned that the asynchronous model was not a good fit for its students. For Fall 2020, NAS\_LC revamped its model to focus on synchronous learning and mirror an in-person schedule: School begins at 9:30am each day, includes 8 periods (7 academic and 1 Mariachi / PE), and ends at 4:55pm. NAS\_LC also offers evening classes for students aged 18 - 21. Most students continue to learn remotely. Approximately 16 out of approximately 200 students are currently coming to school in person. Contributing factors include students supporting their families with childcare, student jobs, and/or students living in multi-generational homes.

Successes include the school's pivot from asynchronous learning last Spring to synchronous learning this Fall. Attendance and grades have improved significantly with the increased structure and teacher availability to support students. Half day Fridays for makeup work and credit recovery have also been a success, with approximately 60 out of 84 students making up credits lost last school year. NAS\_LC's GRADS program is also innovative and may be something other schools can learn from to support young parents. NAS\_LC school is fully in compliance with no missed deadlines in SPED. This is a strength. NAS\_LC is very involved with NMPED trainings, including being part of an MLSS focus group, participating in Launch (Formerly Principals Pursuing Excellence), being part of the NM Instructional Scope cohort, as well as being involved with NMPED training on Culturally Responsive Teaching.

Student engagement and attendance have been challenges. Teachers have struggled to get some students to turn on cameras and participate in the virtual learning environment. NAS\_LC has focused on this by providing positive behavior incentives for students who are engaging. NAS\_LC students have also had increased family obligations during COVID, including babysitting and working. This has always been the case for NAS\_LC's population but has increased during the pandemic and has made attendance and engagement even more difficult than usual. A longer standing challenge is that enrollment has decreased from 296 to 199 since the 2017-18 school year. Much of this decline has to do with the law changing regarding adult learners. In 2017-18, NAS\_LC had over 80 adult learners. Due to the change in the law, the school can no longer serve this population.

**Teaching, Learning, and Assessment**

Teachers meet with all students for approximately 1 hour per day. All classes start with a bell ringer, include direct instruction, and time for student practice. Teachers remain online and present throughout class, so students can get immediate support. Teachers are currently teaching both virtually and in-person, which has been somewhat challenging. Teachers measure student progress with in-class assessments and quarter finals and share progress via progress reports and quarter grades. The school does not currently utilize an interim assessment but is looking into options for next school year. This year, the school will give the [ACCESS](#) assessment to ELL students as well as [Work Keys](#) to seniors. Last May, 84 students earned Incompletes on their report card due to struggles with virtual learning. As of now approximately 60 students of the 84 have made up at least some of their lost credits. School attendance ranges from 47% to 100% each day, with an average of 66% of students attending each class. The school utilizes [Edgenuity](#) for credit recovery and has incorporated a tutoring time after lunch each day. School runs all day Monday through Thursday and NAS\_LC utilizes half day Fridays for students who need to make up work or recover credits.

NAS\_LC is utilizing walkthroughs and formal observations this year to provide teachers feedback, identify strengths, and identify areas needed for professional development. The school is 1 of 24 schools involved with the [New Mexico](#)

[Instructional Scope and PED Training for Culturally Responsive Teaching](#). The school also utilizes a common PDP which has focused on [Ruby Paynes' Emotional Poverty](#) this year.

### **Student and Family Support and Engagement**

NAS\_LC utilizes [Remind](#), Facebook and its website to share information with students and families. Parents have access to grades via [Tyler Student Information System](#). The school has incentivized student engagement with virtual learning using \$10 gift cards. The school social worker and counselor have been doing home visits. NAS\_LC has also partnered with the [Graduation Alliance](#) to support attendance and has a Homeless Student Liaison who works to support the school's 21 students who identify as homeless. NAS\_LC has been delivering meals weekly to 16 families who were struggling to come pick them up from the school. NAS\_LC has also partnered with CYFD and is working to start a [GRADS program](#) for its students who are young parents.

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**Performance Framework Indicators (school-specific questions)**

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**1d. Is the school protecting the rights of English Learner students?**

There are 31 students on the STARS ELP Error Report.

*NAS\_LC has struggled to get records from other schools to clear up these errors and determine students' ELL status and history.*

**2a-2c Audit Findings FY20**

**2020-001 Internal Controls over Cash Receipts (Other Noncompliance)**

Although the delay in deposits is primarily due to the COVID-19 school closure, there is evidence that pre-pandemic deposits have also been delayed. It was recommended that NAS\_LC establish stronger tracking schedules from the time of the event to the receipt date.

*NAS\_LC has proper procedures and controls in place and sent an email to all staff who sponsor events or handle school funds to emphasize the importance of following procedures.*

**2020-002 Purchasing (Other Noncompliance)**

Audit found evidence of purchase orders being created after purchases had been made. Auditors recommended that staff receive training on the requisition process and, in the future, should only make purchases after utilizing a purchase requisition and approved purchase order.

*Staff has been trained on the requisition process and training has been re-emphasized by the superintendent. The assistant business manager will also ensure policies have been followed correctly before checking out the p-card to staff.*

**2e. Is the school adequately staffed to ensure proper fiscal management?**

NAS\_LC CPO, Veronica Gonzales, needs to register annually through the state. Please have her register for the 2020-21 school year as soon as possible.

**Mission-Specific Goals:**

Goal 1: Students will improve their performance from the fall to spring by at least one level on the National Career Readiness Certificate. If a student is not eligible for a certificate at the beginning of the year, they will be eligible for at least a Bronze Certificate at the end of the year. If a student is eligible for a certificate at the beginning of the year, they will be eligible for a higher-level certificate at the end of the year.

Student Response: New America School Las Cruces has implemented Workkeys testing for all graduating seniors for the last 2 school years. In implementing Workkeys, students are required to take a pre-test in August/September followed by using the Workkeys Curriculum and then a post-test in April/May to include the three subtests required for a National Career Readiness Certificate. These subtests include Workplace Documents, Applied Mathematics and Graphic Literacy. In school year 2019-2020, with the closure of schools, only a pre-test was given and Workkeys curriculum also came to a halt as we rearranged schedules for remote learning. In school year 2020-2021, we began with a synchronous, remote learning schedule and NAS was focused on core classes, so the Workkeys Curriculum was not assigned to seniors. Due to NMPED COVID school guidelines, which included proper filtration regulations, which New America School was in the process of receiving, a pre-test was not scheduled in early Fall as it is usual done. Then, with the return of students to in-person learning in April 2021 New America school opted to test Seniors in the Spring to give them the opportunity to still earn a National Career Readiness Certificate before graduating. In May 2021, NAS tested 19 students and, of those students, 16 earned a certificate. There were 7 students who earned Bronze Certificates, which means they scored a 3 on all 3 subtests. There were 6 students who earned a silver certificate, which means they scored a 4 on all 3 subtests. There were 3 students who earned a Gold Certificate, which means they scored a 5 on all three subtests and there were no platinum certificates earned, which would require a 6 or better on each of the 3 subtests. All components are scheduled for school year 2021-2022 to include pre-tests and post-tests. Workkeys curriculum will also resume, and students will be able to review concepts throughout the school year to help with moving to a higher level of certificate after their post-test in May.

**Assurances:**

The school provided the signed assurances document (Appendix B).

**Overall Financial/Organizational Framework Rating: Meets Expectations / Does Not Meet Expectations**

*If a school receives a "Does Not Meet Standard" rating for three or more indicators, the school will receive an overall organizational framework rating of "Does Not Meet Standard" for the year. In addition, if a school receives a "Does Not Meet Standard" rating, on any indicator, the CSD and PEC may conduct a closer review the following year on that indicator, and/or the PEC may require the school to submit a corrective action plan in order to specify actions and a timeline to correct the performance deficiency. See ratings for individual indicators in Appendix A.*

***New America School – Las Cruces is on track for expedited renewal/full renewal/renewal with conditions/non-renewal.*** Please see the PEC Performance Review and Accountability System (Attachment A to the Charter Contract) for details on renewal profiles and renewal recommendations.

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## PERFORMANCE FRAMEWORK AND PUBLIC EDUCATION COMMISSION (PEC) TIER LEVEL

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The 2020-21 Performance Monitoring Plan was modified in response to the COVID-19 Pandemic. Many of the indicators were unmeasurable and the Performance Framework ratings in Appendix A is reflective of this. Rather than identifying evidence of compliance, schools are required to sign an assurance of compliance.

PEC Tier Levels are based on three indicators: (1) NM School System of Support and Accountability, (2) Student Subgroup Performance, and (3) Mission Specific Goals. Again, due to the pandemic and the resulting flexible administration of state assessments, in 2020-21 there is limited academic data, that could be used as an accountability measure. **Therefore, PEC Tier Levels cannot be assigned for the 2020-2021 academic year.**

**Academic Performance:** The school may provide evidence of meeting mission-specific goals to receive a rating on indicator 3 of the Academic Performance, however, if the school was unable to implement the goals due to the pandemic, the school will not be rated in this section.

**Organizational Performance:** The assurances document covers the majority of the indicators of organizational performance. Where possible, results of desktop monitoring and bureau/division reports will be considered.

**Financial Performance:** For indicator 2.c, evidence of implementing an Action Plan to prevent further findings will not be collected this year, therefore the school's rating is solely based on repeat findings.

| New America School - Las Cruces                                                                                | 2020-2021                   |
|----------------------------------------------------------------------------------------------------------------|-----------------------------|
| <b>Category I. Academic Performance Framework</b>                                                              |                             |
| <b>Indicator 1</b> Components of School Accountability System                                                  | Unable to Review - COVID    |
| <b>Indicator 2</b> Subgroup Performance                                                                        | Unable to Review - COVID    |
| <b>Indicator 3</b> Mission Specific Goals                                                                      | Unable to Review - COVID    |
| <b>Financial Performance Framework</b>                                                                         |                             |
| Self-Assessment Survey completed and signed by Head Admin, SBO, and Finance Chair                              | Not Applicable              |
| <b>Category II. Organizational Performance Framework</b>                                                       |                             |
| <b>Indicator 1a</b> Educational Program: mission and educational program of approved charter application       | Working to Meet Standard    |
| <b>Indicator 1b</b> Educational Program: state assessment requirements                                         | Unable to Review - COVID    |
| <b>Indicator 4a</b> Students & Employees: protecting the rights of all students                                | ASSURANCES                  |
| <b>Indicator 1c</b> Educational Program: protecting the rights of students with disabilities                   | Meets (or Exceeds) Standard |
| <b>Indicator 1d</b> Educational Program: protecting the rights of English Language Learners                    | Working to Meet Standard    |
| <b>Indicator 4b</b> Students & Employees: attendance, retention, and recurrent enrollment                      | Working to Meet Standard    |
| <i>Included in Indicator 4b</i>                                                                                |                             |
| <b>Indicator 2a</b> Financial Mgmt & Oversight: meeting financial reporting and compliance requirements        | Working to Meet Standard    |
| <b>Indicator 2b</b> Financial Mgmt & Oversight: following generally accepted accounting principles             | Meets (or Exceeds) Standard |
| <b>Indicator 3a</b> Governance & Reporting: complying with governance requirements                             | Meets (or Exceeds) Standard |
| <i>Included in Indicator 3c</i>                                                                                | ..                          |
| <b>Indicator 4c</b> Students & Employees: meeting teacher and other staff credentialing requirements           | Meets (or Exceeds) Standard |
| <b>Indicator 4d</b> Students & Employees: respecting employee rights                                           | ASSURANCES                  |
| <b>Indicator 4e</b> Students & Employees: completing required background checks / reporting ethical violations | ASSURANCES                  |
| <b>Indicator 5a</b> School Environment: complying with facilities requirements                                 | ASSURANCES                  |
| <b>Indicator 5c</b> School Environment: complying with health and safety requirements                          | ASSURANCES                  |
| <b>Indicator 5d</b> School Environment: handling information appropriately                                     | ASSURANCES                  |
| <b>OTHER</b>                                                                                                   |                             |
| School specific conditions in the Charter Contract, if any                                                     |                             |
| <b>Indicator 1e</b> Educational Program: meeting program requirements for all PED and federal grant programs   | ASSURANCES                  |
| <b>Indicator 1f</b> Educational Program: NM DASH Plan                                                          | Unable to Review - COVID    |
| <b>Indicator 2c</b> Financial Mgmt & Oversight: responsive to audit findings                                   | Does Not Meet Standard      |
| <b>Indicator 2d</b> Financial Mgmt & Oversight: managing grant funds responsibility                            | Meets (or Exceeds) Standard |
| <b>Indicator 2e</b> Financial Mgmt & Oversight: staffing to ensure proper fiscal management                    | Meets (or Exceeds) Standard |
| <b>Indicator 2f</b> Financial Mgmt & Oversight: meeting obligations timely / appropriate internal controls     |                             |
| <b>Indicator 3b</b> Governance & Reporting: complying with nepotism and conflict of interest requirements      | ASSURANCES                  |
| <b>Indicator 3c</b> Governance & Reporting: meeting obligations timely / appropriate internal controls         | ASSURANCES                  |
| <b>Indicator 5b</b> School Environment: complying with transportation requirements                             | ASSURANCES                  |



## Appendix A: Historical Performance Framework Ratings during Current Charter Contract Term

| A                                                                                                              | B                                           | C                                           | D                           | E                           |
|----------------------------------------------------------------------------------------------------------------|---------------------------------------------|---------------------------------------------|-----------------------------|-----------------------------|
| <b>New America School - Las Cruces</b>                                                                         | 2016-2017                                   | 2017-2018                                   | 2018-2019                   | 2019-2020                   |
| <b>Category I. Academic Performance Framework</b>                                                              |                                             |                                             |                             |                             |
| <b>Indicator 1 Components of School Accountability System</b>                                                  | Falls Far Below (or Does Not Meet) Standard | Meets (or Exceeds) Standard                 | 44.92 Points (Lower Middle) |                             |
| <b>Indicator 2 Subgroup Performance</b>                                                                        | Not Applicable                              | Not Applicable                              | Pending                     |                             |
| <b>Indicator 3 Mission Specific Goals</b>                                                                      | Not Applicable                              | Not Applicable                              | Pending                     |                             |
| <b>Financial Performance Framework</b>                                                                         |                                             |                                             |                             |                             |
| Self-Assessment Survey completed and signed by Head Admin, SBO, and                                            | Meets (or Exceeds) Standard                 | Meets (or Exceeds) Standard                 | Meets (or Exceeds) Standard | Meets (or Exceeds) Standard |
| <b>Category II. Organizational Performance Framework</b>                                                       |                                             |                                             |                             |                             |
| <b>Indicator 1a Educational Program: mission and educational program o</b>                                     | Meets (or Exceeds) Standard                 | Working to Meet Standard                    | Meets (or Exceeds) Standard | Meets (or Exceeds) Standard |
| <b>Indicator 1b Educational Program: state assessment requirements</b>                                         | Falls Far Below (or Does Not Meet) Standard | Falls Far Below (or Does Not Meet) Standard | Meets (or Exceeds) Standard | Meets (or Exceeds) Standard |
| <b>Indicator 4a Students &amp; Employees: protecting the rights of all studen</b>                              | Working to Meet Standard                    | Working to Meet Standard                    | Meets (or Exceeds) Standard | Meets (or Exceeds) Standard |
| <b>Indicator 1c Educational Program: protecting the rights of students wi</b>                                  | Working to Meet Standard                    | Meets (or Exceeds) Standard                 | Working to Meet Standard    | Meets (or Exceeds) Standard |
| <b>Indicator 1d Educational Program: protecting the rights of English Lan</b>                                  | Working to Meet Standard                    | Working to Meet Standard                    | Meets (or Exceeds) Standard | Working to Meet Standard    |
| <b>Indicator 4b Students &amp; Employees: attendance, retention, and recurr</b>                                | Meets (or Exceeds) Standard                 | Working to Meet Standard                    | Working to Meet Standard    | Working to Meet Standard    |
| <i>Included in Indicator 4b</i>                                                                                | Working to Meet Standard                    | Working to Meet Standard                    |                             |                             |
| <b>Indicator 2a Financial Mgmt &amp; Oversight: meeting financial reporting</b>                                | Working to Meet Standard                    | Meets (or Exceeds) Standard                 | Working to Meet Standard    | Working to Meet Standard    |
| <b>Indicator 2b Financial Mgmt &amp; Oversight: following generally accepte</b>                                | Meets (or Exceeds) Standard                 | Meets (or Exceeds) Standard                 | Meets (or Exceeds) Standard | Meets (or Exceeds) Standard |
| <b>Indicator 3a Governance &amp; Reporting: complying with governance req</b>                                  | Meets (or Exceeds) Standard                 | Meets (or Exceeds) Standard                 | Working to Meet Standard    | Working to Meet Standard    |
| <i>Included in Indicator 3c</i>                                                                                | Falls Far Below (or Does Not Meet) Standard | Meets (or Exceeds) Standard                 |                             |                             |
| <b>Indicator 4c Students &amp; Employees: meeting teacher and other staff c</b>                                | Meets (or Exceeds) Standard                 | Meets (or Exceeds) Standard                 | Meets (or Exceeds) Standard | Meets (or Exceeds) Standard |
| <b>Indicator 4d Students &amp; Employees: respecting employee rights</b>                                       | Meets (or Exceeds) Standard                 | Working to Meet Standard                    | Working to Meet Standard    | Working to Meet Standard    |
| <b>Indicator 4e Students &amp; Employees: completing required background</b>                                   | Working to Meet Standard                    | Meets (or Exceeds) Standard                 | Meets (or Exceeds) Standard | Working to Meet Standard    |
| <b>Indicator 5a School Environment: complying with facilities requireme</b>                                    | Meets (or Exceeds) Standard                 | Meets (or Exceeds) Standard                 | Meets (or Exceeds) Standard | Meets (or Exceeds) Standard |
| <b>Indicator 5c School Environment: complying with health and safety re</b>                                    | Working to Meet Standard                    | Working to Meet Standard                    | Meets (or Exceeds) Standard | Meets (or Exceeds) Standard |
| <b>Indicator 5d School Environment: handling information appropriately</b>                                     | Meets (or Exceeds) Standard                 | Meets (or Exceeds) Standard                 | Meets (or Exceeds) Standard | Meets (or Exceeds) Standard |
| <b>OTHER</b>                                                                                                   |                                             |                                             |                             |                             |
| School specific conditions in the Charter Contract, if any                                                     |                                             |                                             |                             |                             |
| <b>Indicator 1e Educational Program: meeting program requirements for all PED and federal grant programs</b>   |                                             |                                             | Meets (or Exceeds) Standard | Meets (or Exceeds) Standard |
| <b>Indicator 1f Educational Program: NM DASH Plan</b>                                                          |                                             |                                             | Not Applicable              | Not Applicable              |
| <b>Indicator 2c Financial Mgmt &amp; Oversight: responsive to audit findings</b>                               |                                             |                                             | Working to Meet Standard    | Does Not Meet Standard      |
| <b>Indicator 2d Financial Mgmt &amp; Oversight: managing grant funds responsibility</b>                        |                                             |                                             | Meets (or Exceeds) Standard | Meets (or Exceeds) Standard |
| <b>Indicator 2e Financial Mgmt &amp; Oversight: staffing to ensure proper fiscal management</b>                |                                             |                                             | Working to Meet Standard    | Working to Meet Standard    |
| <b>Indicator 2f Financial Mgmt &amp; Oversight: meeting obligations timely / appropriate internal controls</b> |                                             |                                             | Not Applicable              | Not Applicable              |
| <b>Indicator 3b Governance &amp; Reporting: complying with nepotism and conflict of interest requirements</b>  |                                             |                                             | Working to Meet Standard    | Meets (or Exceeds) Standard |
| <b>Indicator 3c Governance &amp; Reporting: meeting obligations timely / appropriate internal controls</b>     |                                             |                                             | Meets (or Exceeds) Standard | Meets (or Exceeds) Standard |
| <b>Indicator 5b School Environment: complying with transportation requirements</b>                             |                                             |                                             | Not Applicable              | Meets (or Exceeds) Standard |

Appendix B: Assurances



Charter Schools Division  
 Performance Indicator Assurances  
 2020-21

Charter School Name

In an effort to support the 2021 modified site visits and ensure compliance with contracts and applicable federal and state law, state-authorized charter schools shall provide assurances of compliance with the performance framework indicators listed below. Please check the box next to the indicator, then date and sign the form. Signatures of school leaders and governing board presidents are required.

- The school protects the rights of students with special needs, by:
  - ✓ Providing services per individual IEP,
  - ✓ Maintaining both direct service and ancillary support logs,
  - ✓ Including a Family Educational Rights and Privacy Act (FERPA) sheet documenting date, person, and purpose for reviewing student's IEP in all IEP folders.
- The school protects the rights of English Learner (EL) students:
  - ✓ School complies with requirements for English Learners in accordance with federal and state guidance, for identifying, screening, serving, assessing students and providing annual notification to parents.
- The school complies with federal and state grant program requirements.
- The school meets Governance and reporting requirements:
  - ✓ Governing Board completes and documents (with signatures) an annual evaluation of Head Administrator.
  - ✓ School has a governing board-approved Conflict of Interest Policy that complies with NMSA § 22-8B-5.2.
  - ✓ School has a governing board-approved Anti-Nepotism Policy that complies with NMSA § 22-8B-10(B).
- The school protects the rights of all students:
  - ✓ School meets all Culturally & Linguistically Responsive Framework requirements.
  - ✓ School maintains lottery and enrollment practices as described in NMSA § 22-8B-4.1.
  - ✓ School has a Discipline Policy to include the prevention of bullying and cyber-bullying per NMSA § 22-35-1.
  - ✓ School follows a board-approved student/parent grievance policy and dispute resolution process per NMSA § 22-8B-9(12)
  - ✓ School complies with the McKinney Vento Act, with a board-approved dispute resolution policy that meets ESSA guideline.
  - ✓ School is implementing the Multi-Level Systems of Support (MLSS) NMAC 6.30. 17
  - ✓ School updates Next Step Plans annually for all high school students.
- The school's attendance policy aligns with the Attendance for Success Act NMSA § 22-12A-1.
- The school protects employee rights:
  - ✓ Staff files contain signed contracts, official transcripts, and verification of employment forms.
  - ✓ School has an employee handbook that includes discipline and grievance policies.
  - ✓ School has a salary schedule that complies with minimum teacher salaries.
  - ✓ School has a documented mentorship program for first year Level One teachers.
  - ✓ School obtains legally compliant background checks per NMSA § 22-10A-5.
- The school complies with facility requirements in NMSA § 22-8B-4.2.
- The school complies with transportation requirements, including all inspections and insurance, if applicable.

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- The school complies with health and safety requirements:
  - ✓ The school conducts all required emergency drills per [PED memorandum of 3/25/21](#).
  - ✓ The school maintains immunization records, including a master immunization log.
  - ✓ All staff complete training on reporting child abuse and neglect.
  - ✓ The school has a Diabetes Management plan.
- The school handles information appropriately:
  - ✓ School completes all STARS reporting requirements on time.
  - ✓ School follows proper security procedures, including keeping student files locked.
  - ✓ School follows all FERPA and Health Insurance Portability and Accountability Act (HIPAA) guidelines.
  - ✓ School maintains a procedure for the transfer of cumulative files.

By checking the box for each indicator above (on both pages) and signing this document, I affirm that the school complies with the performance framework items listed.

School Leader Printed Name   
 Signature  Date

Board Chair Printed Name   
 Signature  Date