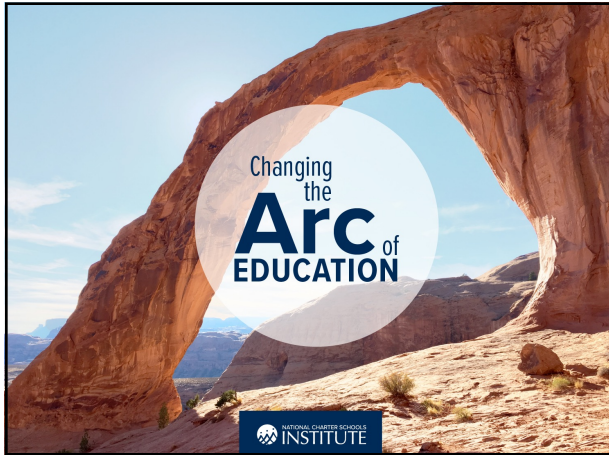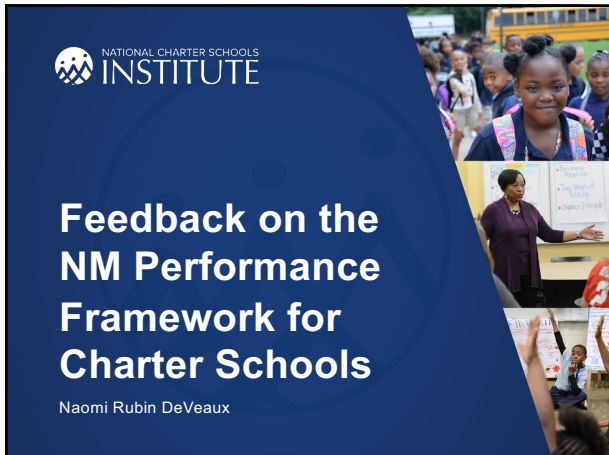1

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3

Why Create Frameworks?

Transparency
Fairness
Clarity
Results-driven

Our mission
is to serve those who
support and educate kids

BOARDS   AUTHORIZERS
SCHOOLS

| 4

4

Feedback Responses

1 Rating Scale
2 Academic
3 Organizational
4 Finance
5 Questions

5

Overview
Framework, Categories, and Performance Areas

Framework	Category	Performance Area
Academic	State Accountability Indicators	1.A State Accountability System
		1.B Outcomes for Special Student Groups
		1.C Participation Rate
	School-Specific Educational Measures	2.A Mission Goal
		2.B Fidelity of Education Program Implementation
		2.C Conducive Learning Culture
Organizational	Governing Body Membership, Training, and Responsibilities	3.A.1 Membership
		3.A.2 Training
		3.A.3 Meeting Transparency and Documentation
		3.A.4 Oversight of school's head administrator
	Equitable Enrollment Process	3.B Non-discriminatory enrollment process
	Compliance with Legal Requirements	3.C.1 Annual Compliance Requirements
		3.C.2 Good Standing
Financial	Financial Health	4.A Days Cash on Hand
		4.B Annual Financial Audit
		4.C Financial Reporting and Compliance
		4.D Fiscal Oversight

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Overview – Rating a Performance Area

Rating by Academic Performance Area	Definition
Exceeds Success Criteria	The school's outcomes are exemplary in this performance area
Meets Success Criteria	The school's outcomes meet expectations in this performance area
Working to Meet Success Criteria	The school is showing inconsistencies in the performance area that warrant oversight by the Commission to ensure outcomes are met
Does not Meet Success Criteria (Red Flag)	The school is not demonstrating in the performance area that warrant further action by the school to improve performance oversight.
Not Applicable	For schools in their first year without sufficient data

7

Overview – How Performance Tiers Were Designed

The working group identified these two Tiers first.

- **Green** = Meets the Success Criteria.
- **Red** = Does Not Meet the Success Criteria

- **Yellow** = "Working to Meet Success Criteria" for schools that do not meet the Success Criteria AND do not meet the "Does Not Meet Success Criteria"

- **Blue** = For Academic Performance Areas, an Exceeds was developed based on Public Comment to acknowledge schools going above and beyond.

- **Purple** = Not Applicable, especially for schools in their first year of operation

8

REVISION to Yellow

Yellow (Working to Meet) = Does not meet the criteria for Green or Blue but the school's performance is higher than identified in Does Not Meet.

9

Overall Rating

Overall Evaluation	Definition
On track for expedited renewal	The school earns **Meets or Exceeds** for all performance areas in all frameworks
On track for renewal without conditions	The school earns a **Meets or Exceeds** in all performance areas in the Academic Framework and earns **Working to Meet** or **Meets** for all performance areas in the financial and operational frameworks
On track for renewal with conditions	The school earns **Working to Meet** in one or more performance areas of the Academic Framework but does not meet the criteria for **"not on track for renewal"**
Not on track for renewal	This designation will be given if the school earns **Does Not Meet** in three or more performance areas of the Academic Framework OR The school earns **8** or more **Does Not Meets** in total across the Academic, Organizational, and Financial Frameworks.[2]
Not Applicable	Schools in their first year of operation

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"Working to Meet"

Framework	# of Performance Areas	# of Performance Areas with "Working to Meet" Tiers
Academic	6	6
Organizational	7	2
Finance	4	0

Public Comment asked for "Working to Meet" for Organizational and Finance Performance Areas.

There is no real difference between "On Track for Expedited Renewal" and "On Track for Renewal without Conditions" as currently drafted due to only 2 of 11 Performance Areas offering "Working to Meet"

Question: **Should we add more Working to Meet Standards?**

11

"Not on Track for Renewal"

What does this designation actually mean?

A school may receive a designation of "not on track for renewal" if CSD finds one or more of the grounds for non-renewal in NMSA 22-8B-12K are present.

In addition to other possible reasons for this designation, the school's framework score can be a reason.

While the Not on Track for Renewal is a warning and should trigger action on the part of the school to improve its performance, actual non-renewal is a designation made by PEC at the time of renewal.

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Academic Framework

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Academic Framework – Option 1

Option 1: The school's overall performance on the state accountability system using the state assessment rating as compared to other schools.

Default Option

- If the Charter Contract is not amended to incorporate Option 2 or 3.

- If less than 90% of students identified to be tested are tested on the school-specific assessments, the results are considered invalid and the school defaults to Option1.

- If the testing data is not provided to CSD for review by the timeline established by CSD, the results are considered invalid and the school defaults to Option 1.

- If the school changes assessments or the growth targets, it is considered a material change of the charter contract and requires PEC approval.

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Academic Framework – Option 1

1.A. State Accountability System

The school's annual performance on the state report card.

- **Blue** (Exceeds) = Among the top 25th Percentile of all schools

- **Green** (Meets) = Between the 50th and 25th Percentile of all schools

- **Yellow** (Working to Meet) = 26-50th Percentile of all schools

- **Red** (Does Not Meet) = Bottom 25th Percentile of all schools (Intervention category)

15

Academic Framework – Option 1

1.B. Outcome for Special Student Groups

Academic growth of each student group with 20+ students based on the state report card.

- **Blue** (Exceeds) = In reading and math, each student group has at least **75%** of students meet their growth target
- **Green** (Meets) =In reading and math, each student group has at least **63%** of students meet their growth target
- **Yellow** (Working to Meet) = Does not meet the criteria for Green or Blue but the school's performance is higher than identified in Does Not Meet.
- **Red** (Does Not Meet) = In reading and math, over half of the student groups have fewer than **33%** of students attain their student growth target.

> **Public Comment:** Wait until the NM State Assessment and Report Card is finalized and published

16

Academic Framework – Option 2

Option 1: The school's overall performance on the state accountability system using the state assessment rating as compared to other schools.
AND
Supplemental proficiency and growth data using PED-approved nationally normed assessments or, under special circumstances, with PEC-approved rationale, nationally and/or **state** normed assessments with explicit growth targets and business rules for calculating the growth target as agreed to in the school's charter contract.

Must be incorporated in the Charter Contract.

- If less than 90% of students identified to be tested are tested on the school-specific assessments, the results are considered invalid and the school defaults to Option1.
- If the testing data is not provided to CSD for review by the timeline established by CSD, the results are considered invalid and the school defaults to Option 1.
- If the school changes assessments or the growth targets, it is considered a material change of the charter contract and requires PEC approval.

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Academic Framework – Option 2

1.A. State Accountability System

Green (Meets)
A. Between the **50th** and **25th** Percentile of all schools on the state accountability system
   OR
A. The school is between the **25th** and **50th** percentile of all schools on the state accountability system AND based on the school's pre-approved assessment, and the terms defined by the testing company, **63%** of students meet one or more of the following criteria in both reading and math as defined the charter contract:
- At or above grade level (or grade level equivalent)
- Meet their growth target
- Show the equivalent of one year's worth of growth
- Other, as defined by the testing company

> **Public Comment:** concern about defining the growth more specifically. This will be done in each charter contract. There are many testing companies and ways of measuring growth. Schools will have the autonomy to create a growth measure that aligns with their school's educational program.

18

Academic Framework – "Personalized Accountability"

Public Comment: Concern about comparability across schools due to different assessments in Option 2 and Option 3.

This NM Framework is designed to provide comparative data across New Mexico's public schools.

The PEC framework is designed to provide schools with options to demonstrate their academic program based on their choices.

The tool is meant to demonstrate whether schools are making their individual goals and should not be used to compare school performance across the portfolio.

19

Academic Framework – Option 2

1.B. Outcome for Special Student Groups

- **Blue** (Exceeds) = In reading and math, for each student group, at least **75%** of students attain their student growth target on the state accountability system OR on their pre-approved assessment, as per their assessment guidelines

- **Green** (Meets) =In reading and math, for each student group, at least **63%** of students attain their student growth target on the state accountability system **OR** on their pre-approved assessment, as per their assessment guidelines

- **Yellow** (Working to Meet) = Does not meet the criteria for Green or Blue but the school's performance is higher than identified in Does Not Meet.

- **Red** (Does Not Meet) = In reading and math, over half of the student groups have fewer than **33%** of students attain their student growth target on the state accountability system **AND** their school-specific assessments.

   Note: Some assessments (such as NWEA-MAP), set "Meets" at 50% for growth. These targets may need to be adjusted, depending on growth model and test. Pilot being run.

20

Academic Framework – Option 3

The school's overall performance on the state accountability system is **replaced** with PED-approved performance system using nationally normed assessments or, under special circumstances, with PEC-approved assessments that are nationally nationally and/or state normed assessments with explicit growth targets and business rules for calculating the growth target as agreed to in the school's charter contract.

Must be incorporated in the Charter Contract.

- If less than 90% of students identified to be tested are tested on the school-specific assessments, the results are considered invalid and the school defaults to Option1.
- If the testing data is not provided to CSD for review by the timeline established by CSD, the results are considered invalid and the school defaults to Option 1.
- If the school changes assessments or the growth targets, it is considered a material change of the charter contract and requires PEC approval.

21

Academic Framework – Option 3

1.A. State Accountability System

The school's annual performance on their report card.

The school must negotiate a performance scale that is comparable to Option 1 and based out of 100 points, approved by PEC.

- **Blue** (Exceeds) = 75% or more of the possible points
- **Green** (Meets) = 63% or more of the possible points but less than 75%
- **Yellow** (Working to Meet) = More than 50% of the possible points but less than 63%
- **Red** (Does Not Meet) = Below 50% of the possible points

22

Academic Framework – Option 3

1.B. Special Populations
Academic growth of each student group with 20+ students.

- **Blue** (Exceeds) = In reading and math, for each student group, at least **75%** of students attain their student growth target on the school-based accountability system

- **Green** (Meets) = In reading and math, for each student group, at least **63%** of students attain their student growth target on the school-based accountability system

- **Yellow** (Working to Meet) = Does not meet the criteria for Green or Blue but the school's performance is higher than identified in Does Not Meet.

- **Red** (Does Not Meet) = In reading and math, over half of the student groups have fewer than **33%** of students attain their student growth target on their school-based accountability system.

Public Comment: Will schools get a "pass" if fewer than 20 students in a population? Question of reliability of scores.

23

Academic Framework – Participation Rate

1.C. Participation Rate

- **Blue** (Exceeds) = At least 95% of students take the state assessment in reading and math in every subgroup

- **Green** (Meets/Exceeds) = At least 95% of all students take the state assessment in reading and math

- **Yellow** (Working to Meet) = Between 85 and 94.9% of students take the state assessments in reading and math

- **Red** (Does Not Meet) = Below 85% of students take the state assessments in reading and math

Public Comment: Remove performance area as captured in state assessment.

Note: State assessment does not have a graduated approach (either meet or not meet). Options 2 and 3 need a participation rate

24

Mission Specific Goals

Within the charter contract, describe what the school is doing to meet their mission and how it will be measured to demonstrate that students are better off as a result.

Supporting Narrative: Using Results-Based Accountability™ (RBA) (HYPERLINK) as a model, reflect your thinking about the following questions:
How much did the school do?
How well did the school do it?
Is anyone better off as a result?
How do you know?

Public Comment: Can mission-specific be academic-related? Who will create the performance tiers?

25

Fidelity to Education Program Implementation

- **Blue** (Exceeds) =All elements of the academic program as outlined in the charter contract are fully implemented when CSD does its review.

- **Green** (Meets) =All elements of the academic program as outlined in the charter contract are fully implemented by the end of the school year. However, the PEC notified the school of one (or more) element(s) that was (were) not fully implemented, and the school subsequently resolved the issue(s).

- **Yellow** (Working to Meet) = All elements of the academic program as outlined in the charter contract are implemented. However, the PEC notified the school of one (or more) element(s) that was (were) not fully implemented, and the school did NOT resolve the issue(s) by the end of the school year.

- **Red** (Does Not M **Public Comment:** Can mission-specific be academic-related? as outlined in th Who will create the performance tiers? not resolve the i

Public Comment: Concerns of subjectivity. How can this oversight be objective (esp. between fully implemented and implemented)?

26

Conducive Learning Environment

The combined re-enrollment rate for all eligible students, and for every student group with 20+ students, for elementary, middle, and high school grade bands. For each school, "eligible students" are defined by enrolling at the start of the year in one of the "starting grades." For schools with multiple grade bands (e.g., K-8, K-12, or 6-12), the rule for establishing "eligible students" still apply. Starting grade are:

- Starting Grades: K, 1, 2, 3,4, 6, 7, 9, 10, and 11

Students enrolling at the start of the year in grades 5, 8, or 12 will not be considered in this measure, as students tend to switch schools for middle and high school and leave high school after 12th grade.

Public Comment: Concern about students in grades 5, 8 and 12 "counting" in the measure. Clarified that they will not count.

Concern about the measure—would rather use surveys.

Concern about students who may have legitime reasons to not re-enroll counting and concern with PED's calculations in the past (see next slide)

27

Conducive Learning Environment

"Eligible students" include students who are enrolled in the school in the fall of Y1, are in one of the Starting Grades at the start of Year 1 (Y1) or the previous school year, and do not:
- move out of state,
- age out of the school,
- graduate,
- are determined to need remote learning by a medical professional,
- are deceased,
- or other reasons as determined by CSD.

On an annual basis, schools may provide CSD with rationale for why student(s) is not an "eligible student" when validating re-enrollment measures. CSD must consider all applications and provide rationale for not accepting.

28

Organizational Framework

29

Governance: Board Membership

The number of governing council members stays within the range designated in bylaws

Green (meets): The number of governing council members stays within the range designated in bylaws during the school year, or if it drops below, all vacancies are filled within 45 days (or 75, with extension provided by the CSD)

Red (Does not Meet): The number of governing council members during the school year is below the number designated in bylaws for more than 45 days (or 75 with extension)

All members of the governing body, who have served for at least six months, have completed all training hours required by CSD and PEC.

Public Comment: Should there be a Yellow?

30

Governance: Board Membership Training

All members of the governing body, who have served for at least six months, have completed all training hours required by CSD and PEC.

Green: All members of the governing body, who have served for at least six months on the school's board, have completed all training hours required by CSD and PEC.

Yellow: At least 80% of total training hours combined for the governing body, who have served for at least six months, have completed all training hours required by CSD and PEC.

Red: The school did not meet the criteria for Yellow or Green.

Public Comment: Confusion on whether this would be based on when each person joined the board. Clarified that it would be.

31

Governance: Meeting Transparency & Documentation

The school is in compliance with publicly posting meetings, minutes, and calendar of meetings, as defined by the open meetings act (OMA) guidance.

Green: The school provides an accurate board calendar. AND for every meeting in which a quorum of the governing body is present, the school (1) publicly posted notification with agenda at least 72 hours prior to the meeting and (2) publicly posted draft copy of the minutes within 10 days after the meeting

Red: For any meeting in which a quorum of the governing body is present, the school did not (1) publicly posted notification with agenda at least 72 hours prior to the meeting or (2) publicly posted draft copy of the minutes within 10 days after the meeting.

Public Comment: Law requires to publicly post not submit to CSD. Revised accordingly.

Schools worried about extra burden in meeting this requirement.

Should there be a Yellow? What if some minutes are not posted but most are, for example?

32

Governance: Oversight of School's Head Administrator

Hiring and annual evaluation of the head of school

Green: The school submits board minutes that demonstrates the annual evaluation occurred and, if there are any changes in the head of school, a notification of change is submitted according to PEC policy.

Red: The school does not submit board minutes that demonstrate the annual evaluation occurred OR, if there are any changes in the head of school, a notification of change is **not** submitted according to PEC policy.

Public Comment: Can there be a Yellow?

33

Equitable Enrollment Processes

Non-discriminatory Enrollment Process

Green: The school's Enrollment Policy is consistent with the Lottery Guidance criteria.

Red: The school does not have an Enrollment Policy or the Policy does not meet all of the Lottery Guidance criteria.

Public Comment: Can there be a Yellow?

34

Compliance with Legal Requirements: Annual Compliance

Annual Compliance Requirements as published within 30 days of PEC Public Discussion, which must occur on or before June 1, of each year
Annual Compliance Requirements will be available for review along with the final draft of the Performance Framework.

Green: In compliance with all requirements

Red: out of compliance with one or more requirements or missing submission

Public Comment: Can there be a Yellow?

Concern because there is not list – How will they know what is required of them?

35

Compliance with Legal Requirements: Good Standing

The school is considered to be in Good Standing with the PEC and its authorized representative(s).

Green: (Meets) The school was not identified for Intervention by PEC

Yellow: (Working to Meet) The school was identified for Intervention to Good Standing

Red: (Does not meet) The school was identified for Intervention and has not returned to Good Standing

Public Comment: Concern that there is no way for a school to go back into good standing after a single affront. Would there be a way to go from "Yellow" to "Green"?

Concern from legal review of the term "good standing"

Measure is not super clear. Question – what is the difference between this measure and the previous? Do we need both?

36

Financial Framework

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Financial: Days of Cash on Hand

The school demonstrates its financial health by having sufficient cash to ensure operations can withstand an immediate need

Green (Meets):
The school has at least 60 days of unrestricted cash on hand or between 30 and 59 days with a positive increase from the previous year.

Red (Does Not Meet)
The school has between 30 and 59 days of cash on hand and the one-year trend is negative or the school has less than 30 days cash on hand.

Note: This indicator will not be used in the first two years of operations for a new school.

Public Comment: General concern with this Key Performance Indicator and their ability to meet it, especially new schools, that are not required to meet it, and small schools.
Would like a "Working to Meet"
Overall push back on PEC using anything but the audit for a financial review.

38

Financial: Annual Financial Audit

The results of the financial audit demonstrate that the school meets basic expectations of financial oversight, including falling GAAP (General Accepted Accounting Practices).

Green (Meets) = The school's received financial audit with:
● an unqualified opinion
● is devoid of significant deficiencies and material weaknesses and
● does not include a going concern disclosure.

Red (Does Not Meet) = The school's received financial audit:
● does not have an unqualified opinion,
● includes a significant deficiency or a material weakness, or
has a going concern disclosure.

Public Comment: Can there be a Yellow (Partially meet)?
Overall push back on PEC using anything but the audit for a financial review.

39

Financial Reporting and Compliance

The school demonstrates its ability to oversee public funding designated for New Mexico's students   The school and its governing board effectively establish and approve the budget and meet all financial reporting and compliance requirements. (NMSA 22-8-6.1 and 10)

The school complies with financial reporting and compliance requirements:

Green (Meets
- The school submits all budget request documents and budget approval documents to the PED according to PED's established deadlines,
- The school submits quarterly (or monthly) reports according to PEDs established deadlines without frequent, repeated errors, and
- All required reports are posted publicly.

Red (Does Not Meet)   Public Comment: Can there be a Yellow (Partially meet)?
- The school does not submit all budget request documents and budget approval documents to the PED according to PED's established deadlines,
- The school does not submit quarterly (or monthly) reports according to PEDs established deadlines and without frequent, repeated errors, OR
- All required reports are not posted publicly.

40

Fiscal Oversight

The school and its governing board establish, approve, and monitor annual budget execution and safeguard the financial health and activities of the school.

The school meets the following expectations:
- The board has adopted and maintains financial-related policies,
- The board consistently reviews financial reports and statements including a statement of net position, a budget to actual statement of revenues, expenditures, and changes in fund balance and a cash flow statement
- The board reviews the audited financial statements, related reports and management letter and ensures all findings are addressed
- The school has employed financial expertise and/or contracts with a licensed business manager and licensed procurement officer, and
- The board has an audit and finance committee

Green (Meets) = The school consistently demonstrates compliance with the requirements

Public Comment: Can there be a Yellow (Partially meet)?

Red (Does Not Meet) = The school does not consistently demonstrate compliance
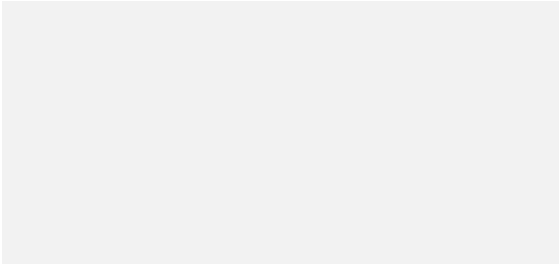
41

General

Appreciate the choice in Academic Framework

- Would like the tone to be shifted to regulatory from supportive – schools do not always feel supported by the PEC.

- The results of the Pilots for financial and academic frameworks need to be shared.

- Business Rules will need to be developed in order to ensure that this is implementable.

- Avoid subjective measures.

- Recommend a slow roll out.

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Questions?

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