

**Performance-Based Educational Goals and Objectives
Metropolitan Preparatory Academy**

Performance-Based Goals	Metrics	Related Performance-Based Objectives/Targets
ACADEMIC QUALITY INDICATORS:		
(1) Student Achievement Level		
<p>Measure #1: Proficiency levels on assessments</p> <p>Goal: Excel at academic performance. Make high achievement the student’s personal expectation.</p>	<ul style="list-style-type: none"> • Percentage of students scoring at proficiency level • Percentage of students scoring at each state performance level (e.g., Advanced, Proficient, Below Proficient) • Attainment of Adequate Yearly Progress (AMOs) 	<ul style="list-style-type: none"> •Beginning year 1, 100% of GAP group 2 and 3 students* will score at or above citywide benchmarks (prior grade level mean scores) on standardized assessments (SOL, SAT, NAEP, etc.). •85% or more students * will pass year-end classroom academic assessments. •Each new school class will attain AMO targets by, or before, the end of 8th grade (Year 3). Please see attached Federal Accountability data chart. •100% of GAP Group 2 & 3 students will read at or above grade level by or before the end of 7th grade (Year 2).* •100% of students will take Algebra I or higher by grade 7.* •By 9th grade and years forward, 50% or more of students* will score as Advanced Proficient on each of the 4 core areas of SOL exams. •100% will pass SAT Subject tests.*
<p>Measure #2: ACT Explorer/College Entrance Exam (e.g., ACT or SAT) Composite and Subtest Scores</p> <p>Goal: Begin with the end in mind. Peg classroom preparation to future college/career preparation from the outset.</p>	<ul style="list-style-type: none"> • Percentage of students reaching score predictive of college success on exam (as determined by the test publisher) • Median score • Percentage of students taking ACT Explorer final/college entrance exams 	<ul style="list-style-type: none"> •100% of GAP Group 2 & 3 students will take and pass the ACT Explore exams in 8th grade.* •100% of GAP group 2 & 3 students will take and pass SAT Subject tests during grades 9 -12.*
(2) Student Growth Over Time		
<p>Measure #1: Annual Gains for Same (Matched) Students</p>	<ul style="list-style-type: none"> • Percentage of students achieving or exceeding targeted gains 	
<p>Measure #2: Longitudinal Growth Based on</p>	<p>Typical or average growth rate</p>	

**Performance-Based Educational Goals and Objectives
Metropolitan Preparatory Academy**

Similar Starting Points	<ul style="list-style-type: none"> • Percentage of students achieving or exceeding typical or average growth rate • Percentage of students making or exceeding target growth rate 	
<p>Measure #3: Criterion-Referenced Longitudinal Growth</p> <p>Goal: Continuous student academic improvement expressed through movement to higher performance levels in reading and math on standardized assessments.</p>	<ul style="list-style-type: none"> • Percentage of students making adequate growth to reach or maintain proficiency during a certain period of time • Percentage of students already proficient or advanced who maintain or improve their performance level • Percentage of students moving to a higher performance level 	<ul style="list-style-type: none"> •95% of students will maintain or improve their performance level on end of year classroom and standardized assessments for core courses. * •95% of students will move to higher personal performance levels annually in reading and math proficiency.*
(3) Grade Promotion/College/Career Readiness and Success		
<p>Measure #1: High School Readiness</p> <p>Goal: Instill habits of successful living one grade at a time. Achieve successful grade promotion to build towards student graduation and matriculation.</p>	<p>Percentage of students enrolled in a college prep curriculum.</p> <p>Percentage of students attaining and maintaining grade-level (or better) reading capacity.</p> <p>Percentage of students attaining and maintaining grade-level or better math capability.</p>	<ul style="list-style-type: none"> •100% of students will read at or above grade level by or before the end of 7th grade (Year 2).* •100% of students will take Algebra I or higher by grade 7.* •100% of students will take and pass the ACT Explorer exams in 8th grade.* •100% of students* will score at or above proficiency level on standardized assessments (SOL, SAT, NAEP, etc.) and year-end classroom academic assessments. •100% of students will earn promotions annually*
<p>Measure #2: Post-secondary Access & Opportunity</p> <p>Goal: Focus on a college and career prep curriculum and related experiential collegiate and vocational learning opportunities</p>	<p>Percentage of students enrolled in a college prep curriculum (based on state high school standards or admissions standards for in-state public 4-year colleges</p> <p>Percentage of graduates submitting</p>	<ul style="list-style-type: none"> •100% of students will be engaged in a college prep curriculum.* •100% of students will participate in career preparation through Career Clusters programming.* •85% of students will apply to post-secondary institutions.*

**Performance-Based Educational Goals and Objectives
Metropolitan Preparatory Academy**

	applications to post-secondary institutions, by type of program (4-year and 2-year colleges, trade and apprentice programs)	<ul style="list-style-type: none"> •95% of students will earn one or more Virginia Board of Education approved CTE credentials
<p>Measure #3: High School Completion</p> <p>Goal: Prepare students to graduate timely and with the knowledge necessary for post-secondary success.</p>	Graduation rate calculated as recommended by the National Governors Association	<ul style="list-style-type: none"> •100% of seniors will earn standard, advanced studies, modified or other alternative diplomas. •85% or more of students will graduate on-time earning Advanced Studies or Standard Diplomas* •50% or more of students will earn advanced studies diplomas.*
<p>Measure #4: Post-secondary Admission</p> <p>Goal: Set students on the path to the college admission process.</p>	<ul style="list-style-type: none"> • Percentage of students gaining admission to post-secondary institutions (4-year and 2-year colleges, trade and apprentice programs) • Percentage of students submitting a complete Federal Application for Financial Student Aid (FAFSA) • Percentage of Free/Reduced-Price Lunch students admitted to post-secondary institutions 	<ul style="list-style-type: none"> •95% of students in each cohort will gain acceptance to at least one post-secondary institution.*
<p>Measure #5: Post-secondary Enrollment or Employment</p> <p>Goal: Set students on the path to their first day in university classes or in the workforce.</p>	<ul style="list-style-type: none"> • Percentage of graduates, by cohort, enrolled in post-secondary institutions (college, trade and apprentice programs) by February of Year 1 after graduating from high school • Percentage of students, by cohort, not enrolled in post-secondary institutions but employed full-time or enlisted in the military by February of Year 1 after graduating from high school • Percentage of students, by cohort, enrolled in remedial courses during their first year of post-secondary education 	<ul style="list-style-type: none"> •85% or more of graduates, by cohort, will enroll in post-secondary institutions by February of Year 1 after high school graduation. •95% of graduates, by cohort, will enroll in a post-secondary institution, be employed in a job or entrepreneurial venture, or enlisted in the military by February of year 1 after high school graduation •No more than 30% of students, by cohort, will require remediation in core courses during their first year of post-secondary study.* 50% or more students will take AP or dual-enrollment courses.
(4) Student Engagement		

**Performance-Based Educational Goals and Objectives
Metropolitan Preparatory Academy**

<p>Measure #1: Student Attendance</p> <p>Goal: Engage students and they will come.</p>	<ul style="list-style-type: none"> • Average Daily Attendance rate • Percentage of students attending a target percentage of days 	<ul style="list-style-type: none"> •Average daily attendance rate of 96%
<p>Measure #2: Continuous Enrollment</p> <p>Goal: Maintain continuous actual enrollment at 100% of budgeted enrollment.</p>	<ul style="list-style-type: none"> • Percentage of students continuously enrolled throughout the year • Percentage of students re-enrolled from one year to the next • Percentage of students continuously enrolled for multiple years 	<ul style="list-style-type: none"> •Average daily membership rate target 100% •Average carryover membership rate 100%
<p>Measure #3: Truancy, Disciplinary Challenges</p> <p>Goal: Utilize creative conflict management techniques to minimize truancy. Train leadership, administration, faculty, staff, parents, and students in alternative approaches to conflict management.</p>	<ul style="list-style-type: none"> • Percentage of students exceeding a particular number of truanancies in a given period of time • Percentage of students engaging in a particular number of behavioral disruptions requiring disciplinary measures in a period of time •Percentage of students engaging in repeated behavioral disruptions within the school year, and after being disciplined. •Type of response used for each occurrence of conflict. 	<ul style="list-style-type: none"> •100% of administrators, faculty, staff, and Board members will participate in ongoing training in creative conflict resolution. •100% of students will participate in ongoing training in creative conflict resolution. •75% students’ or more of parents/guardians per cohort will participate in an annual creative conflict resolution training through the Parents Association. •Less that 5% of truanancies will result in out-of-school suspensions or expulsions.
OPERATIONAL QUALITY INDICATORS:		
(1) Financial Performance & Sustainability		
<p>Measure #1: Student Enrollment</p>	<p>Actual student enrollment, per statutorily required reported count(s)/ Budgeted student enrollment</p>	<ul style="list-style-type: none"> •Actual enrollment of 100% of Budgeted enrollment
<p>Measure #2: Liquidity</p> <p>Goal: Ample cash, receivables and marketable securities on hand to cover expenses for 60 days.</p>	$\frac{\text{(Current assets—Current liabilities)}}{\text{Average Daily Cost}}$ <p>Cash, Receivables, Marketable Securities/Total Liabilities</p>	<ul style="list-style-type: none"> •Target is 60 days of working capital on hand.
<p>Measure #3: Viability (3 year goal)</p> <p>Goal: Ample unrestricted net assets to cover 5 months of expenses.</p>	$\frac{\text{Total unrestricted net assets}}{\text{Annual expenses}}$	<ul style="list-style-type: none"> •A target Primary Reserve Ratio of 0.4 indicating a 5-month viability.

**Performance-Based Educational Goals and Objectives
Metropolitan Preparatory Academy**

<p>Measure #4: Annual Audit</p> <p>Goal: Secure a favorable independent auditors' opinion annually.</p>	<p>Absence of material or repeated audit findings in annual audit by qualified independent auditor</p>	<ul style="list-style-type: none"> •Obtain a favorable qualified opinion on the school's annual independent audit.
<p>(2) Board Performance & Stewardship</p>		
<p>Measure #1: Board Member Skills, Knowledge and Commitment</p> <p>Goal: A capable, active, responsive Board which delivers world class governance and effectively sets and meets or exceeds school performance goals.</p>	<ul style="list-style-type: none"> •Collective years of board member experience in each of the following critical areas, at a minimum: Finance, Legal, Education, and Board Leadership/Governance •Percentage of board members who attend more than 80% of board meetings 	<ul style="list-style-type: none"> •Maintain a Board membership of at least 9 members. •Maintain a Board member meeting participation of 80% or more for Board officers, and 50% or more for advisory members. Sustain Board expertise in Finance, Law, Education, Business, and Social Services/Mental Health
<p>Measure #2: Setting Expectations</p> <p>Goal: Effectively set and meet or exceed winning goals.</p>	<ul style="list-style-type: none"> •Short- and long-term, board-approved academic and operating performance goals (for external accountability) that are SMART, i.e.: Specific Measurable Ambitious Realistic, with Responsibility Assigned Time-specific with Target Date, short and long-term 	<ul style="list-style-type: none"> •Establish and maintain Board SMART goals in electronic format to facilitate stakeholder accessibility.
<p>Measure #3: Ethical Conduct</p> <p>Goal: A board aware of matters ethical and operating ethically.</p>	<p>Absence of violations of authorizer-approved board policy governing ethical matters including conflicts of interest</p>	<ul style="list-style-type: none"> •Consistently maintain a favorable rating in Ethical Conduct in annual external auditor opinions.
<p>Measure #4: Regulatory and Reporting Compliance</p> <p>Goal: 100% compliance regulatory reporting requirements.</p>	<ul style="list-style-type: none"> •Percentage of all required filings that are complete, accurate and on time •Absence of violations of any regulatory or reporting requirements 	<ul style="list-style-type: none"> •Complete 100% of school-related filings accurately and timely.
<p>Measure #5: Leadership Oversight and Evaluation</p> <p>Goal: Guide the effective management of day-to-day school operations.</p>	<ul style="list-style-type: none"> •Clear lines of authority, responsibility, and reporting •Board monitoring of school leadership performance throughout the year •Annual evaluation of school leadership performance against established performance expectations (SMART goals) 	<ul style="list-style-type: none"> •School will earn a satisfactory rating on LEA site visits. •Conduct an internal mid-year Performance Contract Self-Review annually. Self-correct deficiencies.

**Performance-Based Educational Goals and Objectives
Metropolitan Preparatory Academy**

<p>Measure #6: Contract Management and Oversight</p> <p>Goal: Guide school administration in the effective management of third-party service contracts. Monitor performance. Respond effectively in cases of inadequate performance.</p>	<p>Fulfillment of terms of charter contract Effective management and oversight of all service contracts:</p> <p>a) Clear, sound contracts that articulate roles and responsibilities; academic and operational (as applicable) performance goals, measures, timelines and terms; and consequences for inadequate performance</p> <p>b) Oversight that focuses on contractually-agreed performance outcomes and quality service</p>	<ul style="list-style-type: none"> •School will successfully meet LEA requirements per the Performance Contract to secure charter renewal annually. •Board will establish contracts for auxiliary services which are legally sound and which include clear performance goals and measures. •Board will provide service contract oversight for school to insure quality performance and service.
<p>Measure #7: Public Accountability</p> <p>Goal: Communicate clearly, accurately, and effectively to stakeholders and potential stakeholders in a way that produces transparency and engenders community trust.</p>	<p>Clear, accurate, regular communication by the school on its academic and operating performance to key constituencies and the public through a variety of means that maximize access and understanding</p>	<ul style="list-style-type: none"> •School and Board will utilize diverse media to inform stakeholders including a website, newsletter, forums. •Board will oversee production of an Annual Report each year.
<p>Measure #8: Securing the Future/ Continuous Improvement</p> <p>Goal: Monitor and respond effectively to changes in the school's environment. Grow the school over time.</p>	<ul style="list-style-type: none"> •Documented board and leadership attention to significant changes in the school's environment including authorizing changes and legislative, regulatory and policy activity •Formal annual board review of performance and improvement against annual targets and long-term academic and operating performance goals •Measurable improvement in the school's academic and operating performance over time, aligned with the school's performance contract goals 	<ul style="list-style-type: none"> •Board will consistently earn favorable ratings in Performance Contract measures related to continuous improvement. •Board will consistently earn favorable ratings in annual Stakeholder Survey responses related to continuous improvement.
<p>(3) Stakeholder Engagement</p>		
<p>Measure #1: Satisfied Students and Parents</p> <p>Goal: Drive a level of student/parent satisfaction that results in budgeted levels of re-enrollment.</p>	<ul style="list-style-type: none"> •Percentage of students and parents who give the school a high (A or B) rating on satisfaction surveys, •Re-enrollment ratio: School's rate of student re-enrollment from year to year, compared to district average and/or the school's prior-year re-enrollment rate 	<ul style="list-style-type: none"> •Conduct annual student/parent satisfaction survey in conjunction with parents association. Response rate target 75% of parents and 100% currently enrolled students. •Maintain persistent Re-enrollment ratio of 95% year-over-year.

**Performance-Based Educational Goals and Objectives
Metropolitan Preparatory Academy**

<p>(3) Stakeholder Engagement (cont.)</p>		<ul style="list-style-type: none"> •Use exit interviews to determine and document reasons for student attrition. Minimize re-enrollment related to satisfaction issues.
<p>Measure #2: Excess Student and Parent Demand Goal: Operate an ample waitlist process to adjust for enrollment changes.</p>	<p>(Enrollment + Valid Excess Demand) School’s Current Enrollment Capacity (for validity, the demand figure should be annually updated and confirmed)</p>	<ul style="list-style-type: none"> •Maintain a waitlist of at least 30% of total Budgeted Enrollment. •Maintain connections with parents of waitlisted students through newsletter.
<p>Measure #3: Community Nexus Goal: Nurture relationships with “core” stakeholders. Effectively grow the stakeholder base.</p>	<ul style="list-style-type: none"> •Number of community partners •Number of community events held/attended by school leadership/students 	<ul style="list-style-type: none"> •Increase the number of organizational community partners by 10% annually. •Host or participate (students or leadership or parents association or all 3) in 2 events annually which involve at least 1 external community group or organization.
<p>*Metric refers to GAP group 2 &3 (non-ELL) students on the standard or advanced learner tracks.</p>		