



2021-22 ANNUAL REVIEW

PARAMOUNT ONLINE ACADEMY

Evaluated By:

Lindsay Omlor, Director of Charter Schools
Emily Gaskill, Assistant Director of Accountability
Brenda Mescher, Assistant Director of Community Connections and Compliance

Education One, L.L.C.

TABLE OF CONTENTS

Part I: Academic Performance	3
<i>Is the school's educational program successful?</i>	
Part II: Financial Performance	16
<i>Is the school in sound fiscal health?</i>	
Part III: Organizational Performance	19
<i>Is the school effective and well run?</i>	
Part IV: School Climate	27
<i>Is the school providing appropriate conditions for student, family, and staff success?</i>	
Part V: Next Steps	28
<i>Does the school or organization require interventions moving forward?</i>	

OVERVIEW

In order to ensure its schools are operating at the highest level possible, Education One conducts an Annual Review for each school, specifically assessing the school's performance in each indicator found in their Accountability Plan Performance Framework (APPF). Indicators measure the school's Academic, Financial, and Organizational capabilities. Quantitative and qualitative data is gathered throughout the year from document submissions, routine site visits, assessment results, and survey conclusions.

Evidence of each indicator's ratings is reported to the school's Board of Directors during regularly scheduled board meetings throughout the school year, when data is available. Through continuous monitoring, Education One is able to identify trends in data over time, address key areas of concern, and highlight successes on a more frequent basis. While the process involves a significant time commitment, Education One believes that this high level of accountability, coupled with strong collaboration, will support its schools to best meet the needs of the student populations served.

Annual Review reports are presented to key stakeholders, including, but not limited to: School Board Chair, School Leader, and EMO/Superintendent (*if applicable*). A final copy of each school's Annual Review is posted on Education One's website, www.education1.org, for public viewing.

Part I: Academic Performance

The Academic Performance review gauges the academic success of the school in serving its target populations and closing equity gaps. Part I of the Annual Review consists of various indicators designed to measure success of local, state, and federal academic standards and goals. All indicators are noted in the school's Accountability Plan Performance Framework.

Overall Rating for Academic Performance	Year 1	Year 2	Year 3	Year 4	Year 5
	2021-22	2022-23	2023-24	2024-25	2025-26
	Meets Standard				

Is the school's educational program successful?		
Performance Rubric	Exceeds Standard	The school consistently and effectively complies with and presents no concerns in the indicators below.
	Meets Standard	The school complies with and presents no concerns in the indicators below.
	Approaching Standard	The school presents concerns in some of the indicators and may or may not have a credible plan to address the issues.
	Does Not Meet Standard	The school presents concerns in a majority of the indicators and may or may not have a credible plan to address the issues; or the school requires an Improvement Plan.

Accountability Plan Performance Framework Indicators		Year 1	Year 2	Year 3	Year 4	Year 5
Local Academic Performance	Instruction	MS				
	Attendance	AS				
	Legacy Student Achievement on Benchmark Assessment (Reading and Math)	N/A				
	Subgroup Student Achievement on Benchmark Assessment (Reading and Math)	N/A				
	Growth on Benchmark Assessment (Reading)	MS				
	Growth on Benchmark Assessment (Math)	MS				
	Subgroup Growth on Benchmark Assessment (Reading)	MS				
	Subgroup Growth on Benchmark Assessment (Math)	AS				
State Academic Performance	State Accountability Grade	N/A				
	State Assessment Participation Rate	N/A				
	Legacy Student Achievement on Summative Assessment (Reading and Math)	N/A				
	Subgroup Student Achievement on Summative Assessment (Reading and Math)	N/A				
	Growth on Summative Assessment (Reading and Math)	N/A				
	Subgroup Student Growth on Summative Assessment (Reading and Math)	N/A				
	Comparison to Local Schools	N/A				
	Reading Proficiency- Grade 3	N/A				
Federal Academic Performance	Federal Accountability Rating	N/A				
	Model Attendee	N/A				
	Closing Achievement Gaps	N/A				
	Language Proficiency for English Learners	N/A				

LOCAL ACADEMIC PERFORMANCE

Instruction: Education One measures and evaluates Instruction during regularly scheduled site visits. During these visits, classroom walkthroughs are conducted, assessing the following instructional best practices:

- Instructional delivery possesses the appropriate level of rigor and relevance, whereas rigor is defined as complexity and relevance is defined as culturally affirming;
- Instructional activities use differentiated strategies to meet the individual needs of most learners;
- Checks for understanding are appropriately implemented throughout the lesson;
- Students receive timely, growth oriented feedback from the teacher to improve their instructional practices;
- Classroom management supports content delivery;
- Techniques are implemented to increase active engagement of most learners;
- Instruction is based on core learning objects and grade level standards; and
- The curriculum is implemented according to its design.

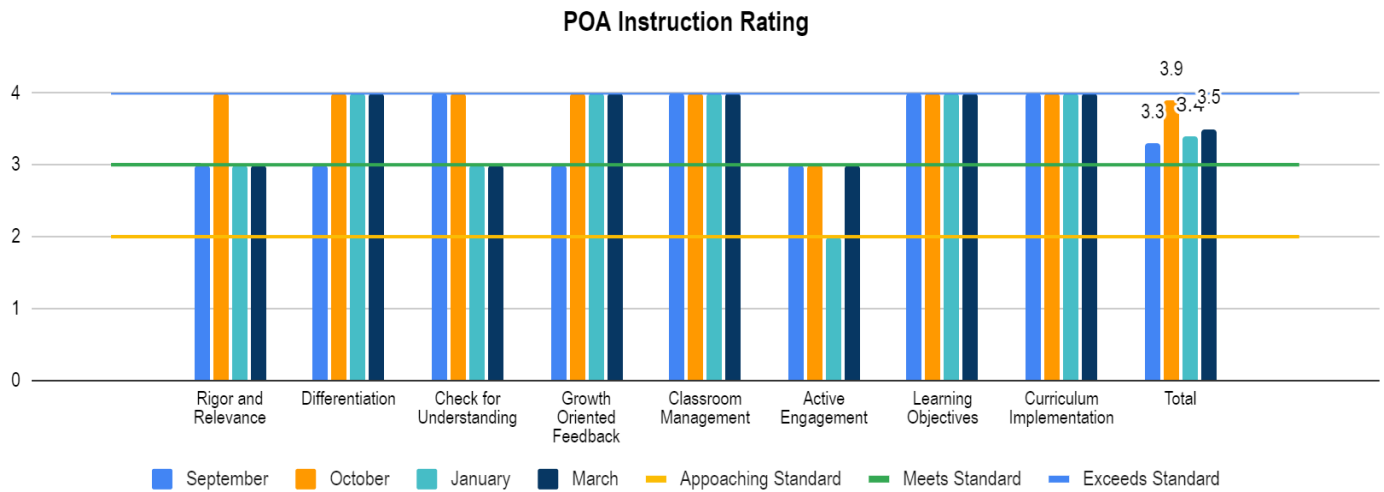
Classroom observation data is compiled to identify overarching trends across the school, both in commendations and recommendations. The school receives points (1-4) for each area observed based on the percentage of classrooms showing a concern. Points are then weighted based on the effect size the component has on student achievement and growth. The school's overall rating coincides with the sum of those weighted points. The rubric for Instruction is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
The school receives a score of 4.	The school receives a score within the range of 3.0-3.9.	The school receives a score within the range of 2.0-2.9.	The school receives a score within the range of 1.0-1.9.

The following table provides data collected throughout the 2021-22 school year and indicates the percentage of classrooms that showed a concern in each observable best practice. Boxes highlighted in yellow indicate an area that was a concern in at least a half of the classrooms observed and were recommended as areas of possible focus and/or improvement with the school's leadership team and Board of Directors during regularly scheduled site visits and board meetings.

2021-22 Site Visit Percentage of Classrooms Showing a Concern								
	Rigorous and Relevant Delivery	Differentiated Strategies	Checks for Understanding	Timely, Growth Feedback	Classroom Management	Active Engagement	Learning Objectives and Standards	Curriculum Implementation
Sept.	16.7%	16.7%	0.0%	16.7%	0.0%	16.7%	0.0%	0.0%
Oct.	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%
Jan.	20.0%	0.0%	20.0%	0.0%	0.0%	40.0%	0.0%	0.0%
Mar.	25.0%	0.0%	25.0%	0.0%	0.0%	25.0%	0.0%	0.0%

The following graph illustrates the progress of each best practice throughout the year based on the percentage of classrooms that showed a concern. Consistent with the Instruction rubric, an area receiving a minimum of a '3' would be meeting standard.



Based on the qualitative and quantitative evidence collected throughout the 2021-22 school year, Paramount Online Academy (POA) receives a rating of **Meets Standard** according to the school's Accountability Plan Performance Framework.

Attendance: Starting at the age of seven, students in Indiana are required to attend school regularly. The Indiana Department of Education (IDOE) defines habitual truancy as ten or more days absent from school, meaning students are required to attend school for 95% of the 180 days in a school year. The rubric for Attendance is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
The school's attendance rate is 95.0% or greater.	The school's attendance rate is between 90.0 and 94.9%.	The school's attendance rate is less than 90.0%.

The table below identifies the average attendance rate per grade level and the school's overall average attendance. POA had an average attendance rate of 90.7% and thus, is **Approaching Standard** according to the school's Accountability Plan Performance Framework.

Attendance Breakdown					
Kindergarten	87.6%	✘	Fifth Grade	85.9%	✘
First Grade	85.2%	✘	Sixth Grade	92.7%	✘
Second Grade	94.9%	✘	Seventh Grade	91.8%	✘
Third Grade	92.0%	✘	Eighth Grade	90.4%	✘
Fourth Grade	94.9%	✘	Whole School	90.7%	✘
Key: ✓ = Meets Standard, ✘ = Approaching Standard, ✘ = Does Not Meet Standard					

Legacy Student Achievement on Benchmark Assessment: The success of the schools implementation of its educational model and programming is measured by analyzing the achievement results of legacy students attending the school. A legacy student is defined as having attended the school for a minimum of two years.

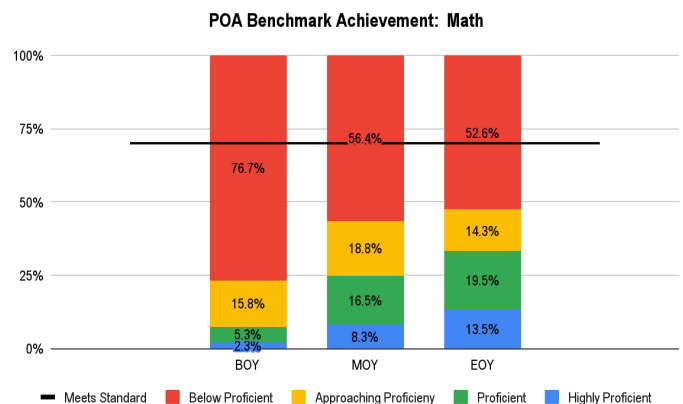
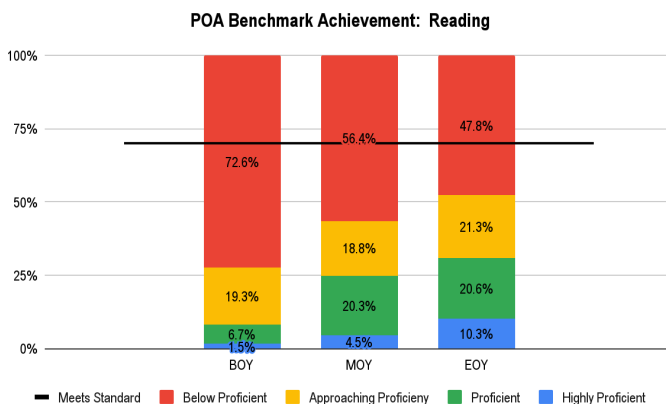
Education One requires all schools in its portfolio to measure student progress multiple times throughout the school year using an assessment tool selected by the school. POA utilized Cambium ClearSight during the 2021-22 school year. This formative assessment platform is for all students grades 3-8. Students in grades 3-8 were assessed three times in English/Language Arts and math. This assessment platform aligns to Indiana’s state summative assessment in its complexity, rigor, and performance level indicators.

Individual ratings for both reading and math achievement of legacy students are reported on an annual basis, utilizing end of year assessment results. The rubric for this sub-indicator is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
80.0% or more of legacy students demonstrated grade level proficiency according to benchmark assessment standards.	70.0-79.9% of legacy students demonstrated grade level proficiency according to benchmark assessment standards.	60.0-69.9% of legacy students demonstrated grade level proficiency according to benchmark assessment standards.	Less than 60% of legacy students demonstrated grade level proficiency according to benchmark assessment standards.

Results from each administration were consistently collected, analyzed, and discussed to identify areas of immediate improvement and/or celebration. The following table and graphs illustrate the achievement of students in reading and math for the 2021-22 school year.

	Reading			Math		
	BOY Achievement	EOY Achievement	Change	BOY Achievement	EOY Achievement	Change
Whole School	8.1%	30.9%	+22.8%	7.5%	32.4%	+24.9%



The following tables indicate the percentage of students enrolled at POA with assessment results at the beginning and end of the year, by grade level and whole school, that met achievement targets on the end of the year benchmark assessment in reading and math.

Reading				
Grade Level	Number of Students	Number of Students with Grade Level Achievement	Percentage of Grade Level Achievement Students	Achievement Target Rating
Third Grade	20	11	55.0%	N/A
Fourth Grade	20	11	55.0%	N/A
Fifth Grade	24	7	29.2%	N/A
Sixth Grade	22	4	18.2%	N/A
Seventh Grade	22	5	22.7%	N/A
Eighth Grade	28	4	14.3%	N/A
Whole School	136	36	30.9%	N/A

Key: ✓ = Exceeds Standard, ✔ = Meets Standard, ✘ = Approaching Standard, ✖ = Does Not Meet Standard

Math				
Grade Level	Number of Students	Number of Students with Grade Level Achievement	Percentage of Grade Level Achievement Students	Achievement Target Rating
Third Grade	20	10	50.0%	N/A
Fourth Grade	17	12	60.0%	N/A
Fifth Grade	24	2	8.3%	N/A
Sixth Grade	22	5	22.7%	N/A
Seventh Grade	22	7	31.8%	N/A
Eighth Grade	28	8	28.6%	N/A
Whole School	133	44	32.4%	N/A

Key: ✓ = Exceeds Standard, ✔ = Meets Standard, ✘ = Approaching Standard, ✖ = Does Not Meet Standard

This sub-indicator utilizes legacy student data to measure whether or not the school meets standard according to the Accountability Plan Performance Framework. POA has no legacy students because it just opened in Fall of 2021. Therefore, the school receives a rating of **Not Applicable** for Student Achievement on Benchmark Assessment.

Subgroup Student Achievement on Benchmark Assessment: Successful implementation of the educational model is also monitored by analyzing the results of the school's represented subgroups to ensure equitable opportunities are provided for all students enrolled and achievement gaps are closing. The school receives separate annual ratings in reading and math for each of the following subgroups with 20 or more students, based on benchmark assessment results:

- Economically Disadvantaged;
- English Learner;
- Gender;
- Race; and
- Special Education

The rubric for this sub-indicator is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
<p>The percentage of students in the identified subgroup increased overall achievement by more than 15.0% from beginning of the year to end of the year.</p> <p>OR</p> <p>80.0% or more of students in the identified subgroup demonstrated grade level achievement at the end of the year, according to benchmark assessment standards.</p>	<p>The percentage of students in the identified subgroup increased overall achievement by 10.0-15.0% from beginning of the year to end of the year.</p> <p>OR</p> <p>70.0-79.9% or more of students in the identified subgroup demonstrated grade level achievement at the end of the year, according to benchmark assessment standards.</p>	<p>The percentage of students in the identified subgroup increased overall achievement by 7.5-9.9% from beginning of the year to end of the year.</p> <p>OR</p> <p>60-69.9% or more of students in the identified subgroup demonstrated grade level achievement at the end of the year, according to benchmark assessment standards.</p>	<p>The percentage of students in the identified subgroup increased overall achievement by less than 7.5% from beginning of the year to end of the year.</p> <p>OR</p> <p>Less than 60.0% of students in the identified subgroup demonstrated grade level achievement, according to benchmark assessment standards.</p>

The following table illustrates the achievement of each subgroup of students in reading and math for the 2021-22 school year based on beginning and end of year assessment results. Data for subgroups with less than 20 students is suppressed for confidentiality purposes.

Subgroup Breakdown									
Subgroup	Pop. %	Reading				Math			
		Percentage of Grade Level Students BOY	Percentage of Grade Level Students EOY	Change	Rating	Percentage of Grade Level Students BOY	Percentage of Grade Level Students EOY	Change	Rating
Whole School	100%	8.1%	30.9%	+22.8%	N/A	7.5%	32.4%	+24.9%	N/A
Free/Reduced Lunch	66.9%	6.6%	30.8%	+24.2%	N/A	4.4%	22.0%	+17.6%	N/A
Female	51.5%	10.0%	30.0%	+20.0%	N/A	5.7%	34.3%	+28.6%	N/A
Male	48.5%	8.2%	27.9%	+19.7%	N/A	4.9%	26.2%	+21.3%	N/A
Black	74.3%	5.0%	25.7%	+20.7%	N/A	3.0%	28.7%	+25.7%	N/A
Hispanic	5.9%	25.0%	50.0%	+25.0%	N/A	12.5%	50.0%	+37.5%	N/A
Multiracial	4.4%	16.7%	50.0%	+33.3%	N/A	16.7%	66.7%	+50.0%	N/A
White	11.0%	33.3%	46.7%	+13.4%	N/A	20.0%	40.0%	+20.0%	N/A
Special Education	28.7%	2.6%	15.4%	+12.8%	N/A	0.0%	17.9%	+17.9%	N/A

Key: ✓ = Exceeds Standard, ✔ = Meets Standard, ✘ = Approaching Standard, ✖ = Does Not Meet Standard

Similar to Legacy Student Achievement on Benchmark Assessment, subgroup achievement is also looked at through the lens of legacy students within each subgroup. Therefore the school receives a rating of **Not Applicable** for this sub-indicator.

Growth on Benchmark Assessment: Education One analyzes the percentage of students who meet or exceed growth targets established by the school's benchmark assessment. Students included in this percentage took the benchmark assessment at the beginning and end of the year. The school receives separate annual ratings for both reading and math. The rubric for this sub-indicator is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
80.0% or more of students met or exceeded established growth targets.	70.0-79.9% of students met or exceeded established growth targets.	60.0-69.9% of students met or exceeded established growth targets.	Less than 60.0% of students met or exceeded established growth targets.

The following tables indicate the percentage of students that met growth targets by the end of the year benchmark assessment in reading and math.

Reading				
Grade Level	Number of Students	Number of Students Meeting Growth Target	Percentage of Students Meeting Growth Target	Growth Target Rating
Whole School	133	99	74.4%	✓
Third Grade	20	16	80.0%	✓
Fourth Grade	17	15	88.2%	✓
Fifth Grade	24	17	70.8%	✓
Sixth Grade	22	15	68.2%	✗
Seventh Grade	22	17	77.3%	✓
Eighth Grade	28	19	67.9%	✗

Key: ✓ = Exceeds Standard, ✓ = Meets Standard, ✗ = Approaching Standard, ✗ = Does Not Meet Standard

Math				
Grade Level	Number of Students	Number of Students Meeting Growth Target	Percentage of Students Meeting Growth Target	Growth Target Rating
Whole School	133	94	70.7%	✓
Third Grade	20	18	90.0%	✓
Fourth Grade	17	15	88.2%	✓
Fifth Grade	24	11	45.8%	✗
Sixth Grade	22	14	63.6%	✗
Seventh Grade	22	17	77.3%	✓
Eighth Grade	28	19	67.9%	✗

Key: ✓ = Exceeds Standard, ✓ = Meets Standard, ✗ = Approaching Standard, ✗ = Does Not Meet Standard

Reading: 74.4% of students made moderate to high growth on the school's English/Language Arts assessment. Therefore, the school receives a rating of **Meets Standard** according to the school's Accountability Plan Performance Framework.

Math: 70.7% of students made moderate to high growth on the school's math benchmark assessment. The school receives a rating of **Meets Standard** according to the school's Accountability Plan Performance Framework.

Subgroup Student Growth on Benchmark Assessment: Growth is also measured through the lens of subgroups served at the school. The school receives separate annual ratings in reading and math for each of the following subgroups with 20 or more students, based on benchmark assessment results:

- Economically Disadvantaged;
- English Learner;
- Gender;
- Race; and
- Special Education

The rubric for Subgroup Student Achievement on Benchmark Assessment is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
80.0% or more of students in the identified subgroups met or exceeded typical growth expectations.	70.0-79.9% of students in the identified subgroups met or exceeded typical growth expectations.	60.0-69.9% of students in the identified subgroups met or exceeded typical growth expectations.	Less than 60.0% of students in the identified subgroups met or exceeded typical growth expectations.

The following table illustrates the growth made by each subgroup of students in reading and math for the 2021-22 school year based on end of year assessment data and how those percentages rate against the indicator’s rubric. Data for subgroups with less than 20 students is suppressed for confidentiality purposes.

Subgroup Breakdown					
Subgroup	Population %	Reading		Math	
		Percentage of Students Meeting Growth Target	Growth Target Rating	Percentage of Students Meeting Growth Target	Growth Target Rating
Whole School	100%	74.4%	✓	70.7%	✓
Free/Reduced Lunch	66.9%	70.3%	✓	69.2%	✗
Female	51.5%	71.4%	✓	68.6%	✗
Male	48.5%	72.1%	✓	67.2%	✗
Black	74.3%	71.3%	✓	68.3%	✗
Hispanic	5.9%	75.0%	✓	75.0%	✓
Multiracial	4.4%	83.3%	✓	100%	✓
White	11.0%	73.3%	✓	80.0%	✓
Special Education	28.7%	66.7%	✗	61.5%	✗

Key: ✓ = Exceeds Standard, ✓ = Meets Standard, ✗ = Approaching Standard, ✗ = Does Not Meet Standard

Reading: Overall, the school receives a rating of **Meets Standard** according to the school’s Accountability Plan Performance Framework. All subgroups were meeting or exceeding standard, with the exception of Special Education, who only missed the metric by 3.3%.

Math: The school receives a rating of **Approaching Standard**. While three subgroups met or exceeded standard, most of the subgroups were within 3% of the meets standard metric.

STATE ACADEMIC PERFORMANCE

State Accountability Grade: Indiana has established a student-centered accountability system to calculate a letter grade given to each school. The grade encompasses the results from three domains: achievement, growth, and multiple measures. Each domain has its own indicators that make up a final score. The letter grade given to the school is a sum of those final scores weighted, based on the grade levels served within the school. For more information, including the history of Indiana’s Student-Centered Accountability from the Indiana Department of Education, click [here](#) Education One’s rubric for the State Accountability Grade is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
The school received an ‘A’ or ‘B’ for the most recent school year.	The school received a ‘C’ for the most recent school year.	The school received a ‘D’ for the most recent school year.	The school received an ‘F’ for the most recent school year OR received a ‘D’ for at least two or more consecutive years.

Indiana’s General Assembly passed legislation during the 2019 session to hold schools harmless for accountability grades for the 2018-19 and 2019-20 school years due to the newly implemented ILEARN assessment, the results of which drive many of the indicators found in the accountability system’s performance and growth domains. Schools, therefore, cannot get a lower grade in 2018-19 or 2019-20 than they had in the 2017-18 school year. Similar legislation was also passed for the 2020-21 and 2021-22 school years due to the COVID-19 pandemic.

POA opened in the 2021-22 school year. State Accountability Grades are awarded in the fall of the next academic year, based on the previous year’s data and results. With no assessment results from the 2020-21 school year, the school receives a rating of **Not Applicable**.

State Assessment Participation Rate: The participation rate describes the percentage of students who completed the state mandated summative assessment. It is used for state and federal reporting and accountability determinations. The rubric for State Assessment Participation Rate is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
95.0-100% of students enrolled in testing grades participated in the most current state summative assessment.	85.0-94.9% of students enrolled in testing grades participated in the most current state summative assessment.	Less than 85.0% of students enrolled in testing grades participated in the most current state summative assessment.

The school did not participate in the 2021 ILEARN assessment, data from which would have been used to measure this sub-indicator, as its first year of operation was the 2021-22 school year. Therefore the school receives a rating of **Not Applicable**.

Legacy Student Achievement on Summative Assessment: Education One measures the school’s educational model by comparing the percentage of students achieving grade level proficiency to the state’s results. Students included in the percentage used for comparison are legacy students, as defined above in local academic performance. The rubric for Legacy Student Achievement on Summative Assessment is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
The percentage of legacy students achieving grade level proficiency is greater than the state’s percentage.	The percentage of legacy students achieving grade level proficiency is within 0-10.0% of the state’s percentage.	The percentage of legacy students achieving grade level proficiency is within 10.1-20.0% of the state’s percentage.	The percentage of legacy students achieving grade level proficiency is 20.0% or more less than the state’s percentage.

The school receives a rating of **Not Applicable** with no previous status summative assessment results available to measure this sub-indicator due to it being in its first year of operation.

Subgroup Student Achievement on Summative Assessment: Similar to legacy student achievement, Education One compares the percentage of students in each subgroup served at the school who met or exceeded grade level standards to the state's percentage of each similar subgroup. This indicator measures how successful the implementation school's educational model is in serving special populations found in the community that may be underrepresented across the state as a whole. The rubric is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
The percentage of students in the identified subgroups demonstrating grade level achievement is greater than the state's percentage.	The percentage of students in the identified subgroups demonstrating grade level achievement is within 0-10.0% of the state's percentage.	The percentage of students in the identified subgroups demonstrating grade level achievement is within 10.1-20.0% of the state's percentage.	The percentage of students in the identified subgroups demonstrating grade level achievement is more than 20.0% from the state's percentage.

The school receives a rating of **Not Applicable**, for reasons stated previously.

Growth on Summative Assessment: Under the Indiana Growth Model, the Indiana Department of Education compares each student's growth on the state summative assessment from one year to the next and determines whether students made low, average, or high growth when compared to their academic peers. For more information, click [here](#). To measure student growth overall, Education One uses the school's median growth percentile (MGP), which summarizes student growth percentiles by ordering individual student growth percentiles from lowest to highest, and identifying the middle score, or the median. MGPs range from 1 (lowest) to 99 (highest). An MGP of 50 indicates average growth. The rubric is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
The school's Median Growth Percentile is 75 or more (top quartile).	The school's Median Growth Percentile is between 50 and 74.9.	The school's Median Growth Percentile is between 25 and 49.9.	The school's Median Growth Percentile is less than 25 (bottom quartile).

Similar to achievement, the school receives a rating of **Not Applicable** for Growth on Summative Assessment as the 2021-22 school year was its first year of operation.

Subgroup Student Growth on Summative Assessment: Education One measures the success of the school's educational model by analyzing the percentage of students in each of the school's represented subgroups who are on target to become proficient or maintain proficiency of English/Language Arts and Mathematics standards based on growth exhibited. Student growth percentiles are used to determine whether students are making adequate growth annually to make these targets. The rubric for this sub-indicator is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
The percentage of students in the identified subgroup who are on target to become proficient or maintain proficiency is greater than the state's percentage.	The percentage of students in the identified subgroup who are on target to become proficient or maintain proficiency is within 0-10.0% of the state's percentage.	The percentage of students in the identified subgroup who are on target to become proficient or maintain proficiency is within 10.1-20.0% of the state's percentage.	The percentage of students in the identified subgroup who are on target to become proficient or maintain proficiency is more than 20.0% from the state's percentage.

The school receives a rating of **Not Applicable** for Subgroup Student Growth on Summative Assessment as the 2021-22 school year was its first year of operation.

Comparison to Local Schools: Education One compares its portfolio schools to surrounding community schools that serve students with similar demographics and are within 10 miles of the school’s location to ensure the charter school is providing a quality choice to the community. Achievement and growth results from the state summative assessment are utilized to identify how Education One schools are performing against their comparative local schools.

To meet standard, a school’s overall performance in both achievement and growth outpaces the comparison schools at least 75% of the time. The rubric for Comparison to Local Schools is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
The school’s overall performance in proficiency and growth outpaces comparison schools 75.0-100% of the time.	The school’s overall performance in proficiency and growth outpaces comparison schools 50.0-74.9% of the time.	The school’s overall performance in proficiency and growth outpaces comparison schools less than 50.0% of the time.

POA receives a rating of **Not Applicable** according to the school’s Accountability Plan Performance Framework.

Reading Proficiency- Grade 3: The purpose of the Indiana Reading Evaluation and Determination (IREAD-3) assessment is to measure foundational reading standards through grade three. IREAD-3 is a summative assessment that evaluates reading skills for students who are in grade three to ensure that all students can read proficiently before moving to grade four. IREAD-3 is administered two times per year, round one taking place in the spring and round two taking place in the summer for those students who did not pass the first round assessment. Education One compares its schools’ passing percentage after both rounds of testing to the passing percentage of the state. The rubric for this sub-indicator is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
The percentage of students receiving a passing score after both spring and summer assessments is greater than the state’s passing percentage.	The percentage of students receiving a passing score after both spring and summer assessments is within 0-10.0% of the state’s passing percentage.	The percentage of students receiving a passing score after both spring and summer assessments is within 10.1-20.0% of the state’s passing percentage.	The percentage of students receiving a passing score after both spring and summer assessments is greater than 20.0% of the state’s passing percentage.

With no data from the previous school year, the school receives a rating of **Not Applicable**.

FEDERAL ACADEMIC PERFORMANCE

Federal Accountability Rating: In accordance with Every Student Succeeds Act (ESSA), Indiana developed a federal accountability system to drive student success where each school’s performance is measured in relation to the respective statewide performance goals, and reflected by the following designations:

- Exceeds Expectations
- Meets Expectations
- Approaches Expectations
- Does Not Meet Expectations

The performance of all indicators is combined to determine the overall annual performance rating of the school. To learn more about Indiana’s federal accountability system and ESSA click [here](#). The rubric for Federal Accountability Rating is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
The school received a rating of Exceeds Expectations.	The school received a rating of Meets Expectations.	The school received a rating of Approaches Expectations.	The school received a rating of Does Not Meet Expectation for the most recent school year OR received a rating of Approaches Expectations for at least two or more consecutive years.

The school receives a rating of **Not Applicable** due to being a new school in 2021-22 with no previous data to receive a federal rating.

Model Attendee: The state’s student attendance goal measures whether students are considered “model attendees.” A “model attendee” is a persistent attendee, a student who is in attendance for at least 96% of his or her enrolled days during the school year, or an improving attendee, a student whose attendance improved by at least three percentage points from the prior school year. Education One measures the success of a school’s model attendee rate by comparing it to the state’s rate. The rubric is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
The model attendee rate is greater than the state’s percentage.	The model attendee rate is within 0-10.0% of the state’s percentage.	The model attendee rate is within 10.1-20.0% of the state’s percentage.	The model attendee rate is more than 20.0% away from the state’s percentage.

Data utilized for this sub-indicator is from the previous school year. Therefore, the school receives a rating of **Not Applicable**.

Closing Achievement Gaps: Education One utilizes data from the school’s most recent state summative assessment to measure growth towards becoming proficient or maintaining proficiency of grade-level standards in reading and math for the lowest performing 25% of students in the school. The rubric is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
The percentage of students performing in the bottom 25% becoming proficient or maintaining proficiency is greater than the state’s percentage.	The percentage of students performing in the bottom 25% becoming proficient or maintaining proficiency is within 0-10.0% of the state’s percentage.	The percentage of students performing in the bottom 25% becoming proficient or maintaining proficiency is within 10.1-20.0% of the state’s percentage.	The percentage of students performing in the bottom 25% becoming proficient or maintaining proficiency is more than 20.0% away from the state’s percentage.

Similar to other Federal Academic Performance sub-indicators, data utilized for this sub-indicator is from the previous school year. Therefore, the school receives a rating of **Not Applicable**.

Language Proficiency for English Learners: English language proficiency measures whether students learning the English language are on target to develop or attain English language proficiency within six years. Student Growth Percentiles (SGPs) from the WIDA ACCESS 2.0 assessment are used to determine whether students are making adequate growth to meet these targets on an annual basis. The rubric from Language Proficiency for English Learners is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
The percentage of EL students that met or exceeded growth targets is greater than the state's percentage.	The percentage of EL students that met or exceeded growth targets is within 0-10.0% of the state's percentage.	The percentage of EL students that met or exceeded growth targets is within 10.1-20.0% of the state's percentage.	The percentage of EL students that met or exceeded growth targets is more than 20.0% away from the average state's percentage.

Data utilized for this sub-indicator is from the previous school year and the school receives a rating of **Not Applicable**.

Part II: Financial Performance

The Financial Performance section gauges both short-term financial health as well as long term financial sustainability, while accounting for key financial reporting requirements. Part II of this review consists of various indicators designed to measure the overall financial viability of a school. All indicators are noted in the school's Accountability Plan Performance Framework.

Overall Rating for Financial Performance	Year 1	Year 2	Year 3	Year 4	Year 5
	2021-22	2022-23	2023-24	2024-25	2025-26
	Approaching Standard				

Is the school in good financial standing?		
Performance Rubric	Exceeds Standard	The school consistently and effectively complies with and presents no concerns in the indicators below.
	Meets Standard	The school complies with and presents no concerns in the indicators below.
	Approaching Standard	The school presents concerns in a minimal number of indicators and may or may not have a credible plan to address the issues.
	Does Not Meet Standard	The school presents concerns in a majority of the indicators with no evidence of a credible plan to address the issues; or the school requires an Improvement Plan.

Accountability Plan Performance Framework Indicators		Year 1	Year 2	Year 3	Year 4	Year 5
Financial Performance	Financial Management	MS				
	Enrollment Variance	DNMS				
	Current Ratio	MS				
	Days Cash	AS				
	Debt/Default Delinquency	MS				
	Debt to Asset Ratio	MS				
	Debt Service Coverage	N/A				

Financial Management: Education One measures the capacity of the school's financial management by the following characteristics:

- Submission of an annual audit that is timely, complete, and has identified no significant deficiency or weaknesses with the school's financial controls; and
- Submission of quarterly financial statements that are timely, complete, and able to be utilized to assess financial indicators.

These characteristics are observed on a quarterly basis as well as annually when new financial information is provided by the school and the State Board of Accounts (SBOA). Updated information is shared out at regularly scheduled school board meetings each quarter. The rubric for Financial Management is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
The school meets standard for both the financial audit and quarterly financial reporting requirements.	The school meets standard for either its financial audit or quarterly financial reporting requirements.	The school does not meet standard for either its financial audit or quarterly financial reporting requirements

With 2021-22 being POA's first year in operation, the school does not have an annual audit for this review. However, the school consistently submitted their quarterly financial statements in a timely and complete fashion in order to assess indicators found in the school's Accountability Plan Performance Framework. For these reasons, the school receives a rating of **Meets Standard** for the 2021-22 school year.

Enrollment Variance: Indiana calculates its state tuition support for schools based on the number of students enrolled in September and February of the same school year. Enrollment variance measures the schools ability to create a budget centered on an appropriate enrollment target. The rubric for this indicator is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
Actual enrollment is greater than the budgeted enrollment.	Actual enrollment is between 98.0 and 100% of the budgeted enrollment.	Actual enrollment is between 93.0 and 97.9% of budgeted enrollment.	Actual enrollment is less than 93.0% of budgeted enrollment.

According to the Indiana Department of Education, POA had an enrollment count of 282 students as of October 1, 2021. The final enrollment variance was 88.1%, based on a budgeted enrollment of 320. Therefore, POA receives a rating of **Does Not Meet Standard**.

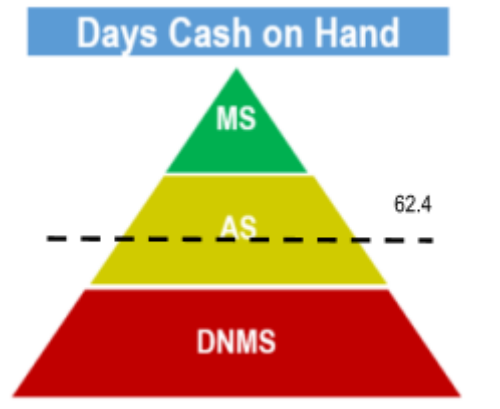
Current Ratio: With regard to its current ratio, the school's current assets (cash or other assets that can be accessed in the next 12 months) exceed its current liabilities (debt obligations due in the next 12 months) with a ratio of 2.42 and therefore, the school receives a rating of **Meets Standard** on their Accountability Plan Performance Framework for Current Ratio. The rubric is as follows:

Meets Standard	Does Not Meet Standard
The current ratio is 1.10 or greater	The current ratio is less than 1.10

Days Cash: Additionally, Education One also calculates days cash on hand as an important measure of a charter school's fiscal health. This indicator shows how many more days after June 30, 2022 the school would be able to operate. The rubric for Days Cash is:

Meets Standard	Approaching Standard	Does Not Meet Standard
Days cash on hand is at least 90.0.	Days cash on hand is between 45.0 and 89.9.	Days cash on hand is less than 45.0.

Currently, POA has 62.4 days cash. While the school falls below the desired metric for days cash, this is only a depiction of POA. The school operates under the umbrella of Paramount Schools of Excellence, a network of schools which has a very healthy cash position. However, the school receives a rating of **Approaching Standard**.



Debt/Default Delinquency: This metric is determined by both the auditor's comments in the audited financial statements and contact with the school's creditors. The rubric for Debt/Default Delinquency is as follows:

Meets Standard	Does Not Meet Standard
The school is not delinquent or in default on any outstanding loans.	The school is delinquent and/or in default on any outstanding loans.

In the case of POA, neither its auditors nor its creditors provided any indication that the school had defaulted on its debt obligations. Based on that summary, the school receives a rating of **Meets Standard** according to its Accountability Plan Performance Framework.

Debt to Asset Ratio: Education One monitors the school's debt to asset ratio on a quarterly basis, reporting out at the school's regularly scheduled board meetings. This ratio indicates the percentage of assets that are being financed with debt. The school receives a rating of **Meets Standard** according to the debt to asset ratio indicator, with a ratio of 0.41. The rubric for Debt to Asset Ratio is as follows:

Meets Standard	Does Not Meet Standard
The debt to asset ratio is less than 0.90.	The debt to asset ratio is 0.90 or greater.

Debt Service Coverage: Education One tracks the school's debt service coverage on a quarterly basis, similar to the other financial indicators. This indicator was not available for the school during the 2021-22 school year. The school receives a rating of **Not Applicable**.

Part III: Organizational Performance

The Organizational Performance review gauges the academic and operational leadership of the school. Part III of this review consists of various indicators designed to measure how well the school's administration and the school's Board of Directors comply with the terms of their charter agreement, applicable compliance requirements and laws, and authorizer expectations. All indicators are noted in the school's Accountability Plan Performance Framework.

Overall Rating for Organizational Performance	Year 1	Year 2	Year 3	Year 4	Year 5
	2021-22	2022-23	2023-24	2024-25	2025-26
	Meets Standard				

Is the school's organizational structure successful?	
Performance Rubric	<p>Exceeds Standard</p> <p>The school consistently and effectively complies with and presents no concerns in the indicators below.</p>
	<p>Meets Standard</p> <p>The school complies with and presents no concerns in the indicators below.</p>
	<p>Approaching Standard</p> <p>The school presents concerns in a minimal number of indicators and may or may not have a credible plan to address the issues.</p>
	<p>Does Not Meet Standard</p> <p>The school presents concerns in a majority of the indicators with no evidence of a credible plan to address the issues; or the school requires an Improvement Plan.</p>

Accountability Plan Performance Framework Indicators		Year 1	Year 2	Year 3	Year 4	Year 5
Governing Board	Focus on High Academic Achievement	MS				
	Commitment to Exemplary Governance	MS				
	Fiduciary Responsibilities	MS				
	Strategic Planning and Oversight	MS				
	Legal and Regulatory Compliance	MS				
School Leader	Leadership	MS				
Compliance	Reporting Requirements	MS				
	English Learner Compliance	N/A				
	Special Education Compliance	MS				

GOVERNING BOARD

Focus on High Achievement: Education One expects governing boards to consistently work towards fulfilling the mission of the school and promises of the charter, and to know whether or not students are on track for high-level academic achievement, as evidenced by the following characteristics:

- Board members believe in the mission of the school;
- Agree on the definition of academic excellence (high-level academic achievement);
- Assume ultimate responsibility for school and student success;
- Understand how student achievement is measured in the school;
- Use student data to inform board decisions; and
- Review indicators of student success regularly to measure progress toward school goals.

Characteristics of the commitment to exemplary board governance are observed during attendance of regularly scheduled board meetings, as well as from documentation provided by the chair and board committees. The rubric for this sub-indicator is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
The governing board complies with and presents no concerns in the indicator characteristics.	The governing board presents concerns in a minimal number of the indicator characteristics with a credible plan to address the issues.	The governing board presents concerns in a majority of the indicator characteristics and/or does not have a plan to address issues.

The Paramount Schools of Excellence (PSOE) board showed consistent evidence that board members not only believe in the mission and vision of the school, but assume ultimate responsibility for the success of the students and the school. The board has a track record of governing high quality charter schools in Indiana, indicating an agreed definition as to what academic excellence looks like at a Paramount school.

Student achievement data was regularly reported out to the board and members were able to engage with school leadership regarding results and next steps. Student data was consistently used to inform board decisions and identify progress towards goals. Based on that summary, the school receives a rating of **Meets Standard** according to its Accountability Plan Performance Framework.

Commitment to Exemplary Governance: Education One measures the quality of a governing board through their commitment to exemplary governance, as evidenced by their ability to build and maintain a high-functioning and engaged board, and the implementation of best governance practices. More specifically, exemplary boards exhibit the following characteristics:

- Recruit and maintain a full slate of excellent board members who bring diverse skills, experiences, partnership opportunities, etc.;
- Election of a board chair who can successfully lead the board and engage all members;
- Timely removal of disengaged members from the board;
- Investment in the board’s development, through orientation for new members and ongoing training for existing members;
- Clearly defined roles and responsibilities for officers, committees, and board members;
- Employment of a robust committee structure to accomplish board work strategically and efficiently;
- Engagement during meetings through questioning, commenting, etc. based on a comprehensive review of all board materials prior to the meeting;
- Timely communication of organizational, leadership, academic, fiscal, or facility deficiencies to the Executive Director of Education One; and
- Timely distribution of board meeting materials to Education One prior to any publicly held meeting, that includes academic, financial, and organizational updates.

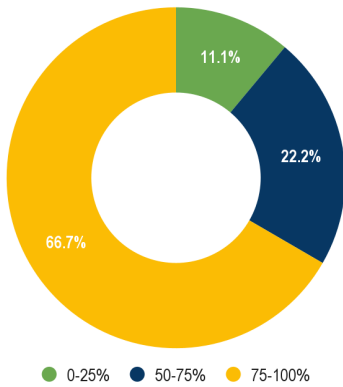
Characteristics of the commitment to exemplary board governance are observed during attendance of regularly scheduled board meetings, as well as from documentation provided by the chair and board committees. The rubric for this sub-indicator is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
The governing board complies with and presents no concerns in the indicator characteristics.	The governing board presents concerns in a minimal number of the indicator characteristics with a credible plan to address the issues.	The governing board presents concerns in a majority of the indicator characteristics and/or does not have a plan to address issues.

Education One values a board that represents diverse skill sets. The corresponding illustration indicates the skill sets represented on the PSOE board at the time of this report. Current board members represent all the desired skill sets in business, community engagement, education, finance, and legal.



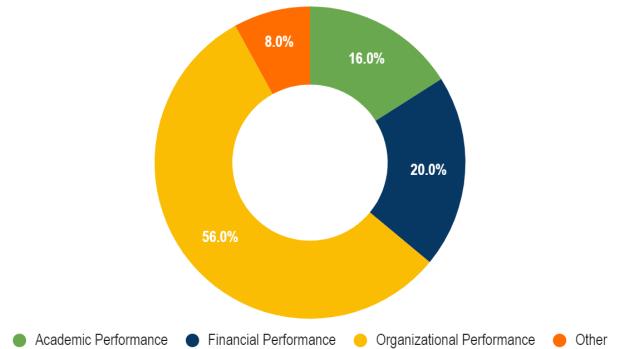
2021-22 Board Meeting Attendance



The board is currently led by Thomas Rude, who has proven to be able to effectively lead the board and engage members in various aspects of governance and commitments to the school. The PSOE governing board had an average attendance rate of 80.9%, with the majority of its members averaging between 75.0 and 100% attendance, as noted in the corresponding graph. This indicates member investment in the school and its success.

Engagement during public meets through questioning focused on organizational performance, followed by financial and academic performance. Just over 50% of the members of the board consistently asked questions based on what was shared.

2021-22 Board Meeting by Question Type



Mr. Rude maintained consistent and timely communication, including the discussion of any deficiencies, during regularly scheduled meetings with the Executive Director of Education One. Meeting materials and notes were provided in a timely fashion throughout the school year. Therefore, the school receives a rating of **Meets Standard** according to its Accountability Plan Performance Framework.

Fiduciary Responsibilities: Education One measures the quality of a governing board through their commitment to managing resources responsibly, expanding awareness of the program, and raising funds to support the program. More specifically, exemplary boards exhibit the following characteristics:

- Ensure that all members understand the school's finances, and receive necessary training;
- Review financial data regularly and carefully, using it to make sound decisions that protect the school's short- and long-term sustainability;
- Approve a budget each year that allocates resources strategically and aligns with the student performance goals of the school;
- Set and meet realistic fundraising goals through donor engagement to provide additional resources the school needs;
- Require that each board member make the school a top personal philanthropic priority each year; and
- Understand the political context of public charter schools and advocate for policies that promote and support the charter sector.

Characteristics of quality board governance are observed during attendance of regularly scheduled board meetings, as well as from documentation provided by the chair and board committees. The rubric for this sub-indicator is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
The governing board complies with and presents no concerns in the indicator characteristics.	The governing board presents concerns in a minimal number of the indicator characteristics with a credible plan to address the issues.	The governing board presents concerns in a majority of the indicator characteristics and/or does not have a plan to address issues.

It is evident that members of the PSOE board understand school finances as the board has employed a rigorous onboarding schedule for any new member to be able to receive financial training as it pertains to charter schools. Based on submitted board meeting minutes and attendance at regularly scheduled meetings, the board reviewed and approved financial data regularly. The board maintained a balanced budget during the 2021-22 school year. The school receives a rating of **Meets Standard** according to its Accountability Plan Performance Framework.

Strategic Planning and Oversight: Education One believes that an effective governing board determines the strategic direction of a school, understands and respects the balance between oversight and management, and evaluates and holds school leaders and management partners accountable. More specifically, strong boards exhibit the following characteristics:

- Oversee the development of a clear strategic plan that reflects the board’s vision and priorities for the school’s future;
- Set annual goals for the school, board, and each board committee;
- Organize the board, its committees, and all meetings in order to meet the school’s annual goals and strategic plan;
- Ensure the school leader has the autonomy and authority to manage the school while maintaining strong and close oversight of outcomes;
- Collaborate with the school leader in a way that is conducive to the success of the school, including requesting and disseminating information in a timely manner, providing continuous and constructive feedback/addressing concerns, engaging the school leader in school improvement plans and setting goals for the future;
- Maintain an up-to-date school leader and board succession plan; and
- Conduct a formal evaluation of the school leader, management partner/Education Service Provider (if applicable) and completion of a board self-evaluation, at least annually, and hold each stakeholder accountable for results.

Characteristics of quality board governance are observed during attendance of regularly scheduled board meetings, as well as from documentation provided by the chair and board committees. The rubric for this sub-indicator is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
The governing board complies with and presents no concerns in the indicator characteristics.	The governing board presents concerns in a minimal number of the indicator characteristics with a credible plan to address the issues.	The governing board presents concerns in a majority of the indicator characteristics and/or does not have a plan to address issues.

In April of 2022, the board completed and submitted a self-assessment, evaluating their strengths and areas for improvement, in relation to the school’s Accountability Plan Performance Framework as well as specific network indicators. This provided the board with an opportunity to evaluate their performance in order to set goals and plan strategically for the future.

The PSOE board has established regular procedures regarding strategic planning, goal setting, and progress monitoring goals through various trackers and processes. The board is organized to increase capacity and ensure that the network’s leadership team and school leader has the autonomy and authority to manage the school. The network is organized in a way that allows for consistent collaboration between the various leadership levels and the governing board. PSOE has specific evaluation tools to gauge effectiveness of the school’s leadership team based on mission, vision, goals, and programming.

Based on these findings, the school receives a rating of **Meets Standard** according to its Accountability Plan Performance Framework.

Legal and Regulatory Compliance: Education One monitors whether or not a governing board adheres to the legal and ethical duties of care, as well as meets all expectations set forth in the charter agreements and bylaws . More specifically, legally compliant boards exhibit the following characteristics:

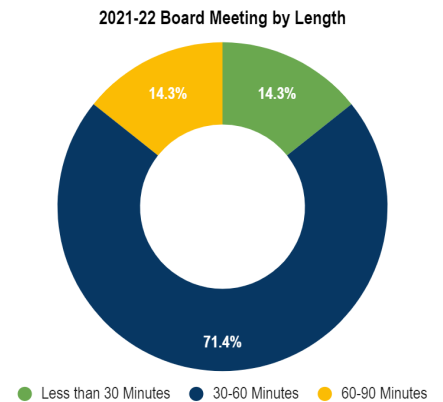
- Hold all meetings in compliance with Indiana’s Open Door Law;
- Maintain the highest standards of public transparency by accurately documenting meeting proceedings and board decisions;
- Adherence to all terms set forth in the charter agreement;
- Comply with established board policies and procedures, including those established in the by-laws;
- Conduct routine revisions of policies and procedures, as necessary;
- Adherence to all state and federal laws, including requirements set forth by the SBOA and/or IRS; and
- Apply sound business judgment by avoiding conflicts of interest, maintaining liability insurance, observing tax requirements, etc.

Characteristics of quality board governance are observed during attendance of regularly scheduled board meetings, as well as from documentation provided by the chair and board committees. The rubric for this sub-indicator is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
The governing board complies with and presents no concerns in the indicator characteristics.	The governing board presents concerns in a minimal number of the indicator characteristics with a credible plan to address the issues.	The governing board presents concerns in a majority of the indicator characteristics and/or does not have a plan to address issues.

All meetings during the 2021-22 school year were held in compliance with Indiana’s Open Door Law and met all state and federal laws. The board maintained the standards of public transparency, accurately documenting meetings and board decisions, and adhering to all terms set for in the school’s charter agreement. Oftentimes, however, the board would break into executive session in the middle of a public meeting, to return back to the public meeting after the executive session was complete. While this could create a notion of having a lack of transparency, this is not a concern for Education One.

The corresponding graph illustrates the percentage of meetings based on length. Over 80% of meetings lasted between 30 and 60 minutes, indicating a high level of efficiency. Therefore, the school receives a rating of **Meets Standard** according to its Accountability Plan Performance Framework.



SCHOOL LEADER

Leadership: Education One measures the quality of the school’s leadership team by looking for the following characteristics:

- Demonstration of sufficient academic and leadership experience;
- Leadership stability in key administrative positions;
- Communication with internal and external stakeholders;
- Clarity of roles and responsibilities among school staff;
- Engagement in a continuous process of improvement and establishment of systems for addressing areas of deficiency in a timely manner; and
- Consistency in providing information to and consulting with the schools’ board of directors.

Characteristics of a quality leadership team are observed during regularly scheduled site visits, communication with school leadership, and school leader reviews conducted by the governing board. The rubric for this sub-indicator is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
The school leadership team complies with and presents no concerns in the indicator characteristics.	The school leadership team presents concerns in a minimal number of the indicator characteristics with a credible plan to address the issues.	The school leader presents concerns in a majority of the indicator characteristics and/or does not have a credible plan to address the issues.

Dr. Brandalyn Hayes served as Principal for POA during the entirety of its inaugural year. She consistently demonstrated the necessary academic and leadership experience needed for the virtual model that was employed by school. The network’s and school leadership team were consistent throughout the 2021-22 school year.

In terms of communication, Dr. Hayes provided regular updates to both internal and external stakeholders, including providing information to the school’s board of directors and consulting with PSOE leadership. She engaged in a continuous process of improvement through consistent analysis of various student and staff data points to ensure the school established strong foundational processes and procedures around the school model. Education One commends Dr. Hayes for her collaborative efforts after site visits and willingness to participate in various partnership opportunities throughout the school year.

It is evident the role Dr. Hayes played at POA supported the school's successes during the 2021-22 school year. Based on this summary, the school receives a rating of **Meets Standard** according to its Accountability Plan Performance Framework.

COMPLIANCE

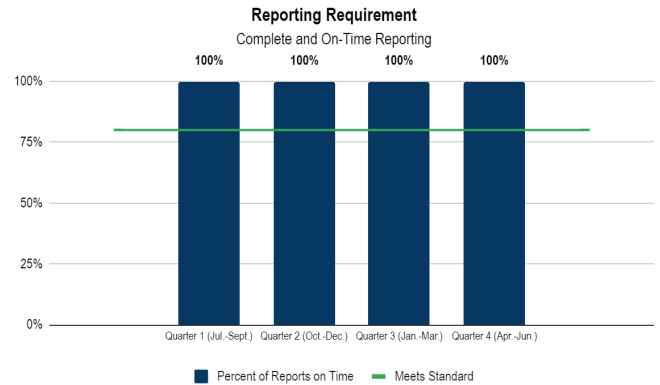
Reporting Requirements: Education One requires its schools to submit monthly reports consistent with state reporting and what is required of the authorizer to maintain according to legislation. Education One reports the following characteristics to the governing board on a monthly basis:

- Submission of all required compliance documentation in a timely manner as set forth by Education One, including but not limited to: meeting minutes and schedules, board member information, compliance reports and employee documentation;
- Compliance with the terms of its charter, including amendments, school policies and regulations, and applicable federal and state laws;
- Proactive and productive collaboration with its board and/or management organization (if applicable) in meeting governance obligations; and
- Participation in scheduled meetings with Education One

The rubric for this sub-indicator is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
The school complies with and presents no concerns in the sub-indicator characteristics.	The school presents concerns in a minimal number of characteristics and has a credible plan to address the issues.	The school presents concerns in a minimal or majority of characteristics and/or with no credible plan to address the issues.

POA complied with all sub-indicator characteristics, including the submission of all required documentation in a timely manner, complying with the terms of its charter, collaborating with and participating in all scheduled meetings with the Education One team. Thus, POA receives a rating of **Meets Standard** according to its Accountability Plan Performance Framework.



English Learner Compliance: To ensure that laws and requirements are being upheld and students who are English Learners (EL) are being serviced appropriately, Education One conducts an EL compliance check on a quarterly basis, looking for the following components:

- Evidence that ILP goals are established, current, and up to date;
- Case conference meetings occur in compliance with all state and federal laws;
- Evidence of interventions and ILPs are appropriately communicated with the classroom teacher;
- Evidence of high quality interventions and ILPs are implemented;
- Staff to student ratios are adequate for providing services, in accordance with state and federal guidelines; and
- Staff have a clear understanding of legal obligations, current legislation, research, and effective practices relating to the services

The rubric for this sub-indicator is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
The school complies with all state and federal laws and provides appropriate documentation to evidence meeting each component.	The school presents concerns with documentation and/or compliance in a minimal number of the sub-indicator components but has a credible plan to address the issues.	The school presents concerns with documentation and/or compliance in a minimal or majority of the sub-indicator components and/or provides no evidence of a credible plan to address the issues.

POA receives a rating of **Not Applicable** for this sub-indicator due to student population.

Special Education Compliance: To ensure that laws and requirements are being upheld and students with special needs are being serviced appropriately, Education One conducts a Special Education compliance check on a quarterly basis and looks for the following components:

- Evidence that IEP goals are established, current, and up to date;
- Case conference meetings occur in compliance with all state and federal laws;
- Evidence of high quality interventions and IEPs are appropriately communicated with the classroom teacher and implemented;
- Staff have a clear understanding of legal obligations, current legislation, research, and effective practices relating to services
- Evidence that disciplinary actions are appropriate, legal, equitable, and fair;
- Staff to student ratios are adequate for providing services, in accordance with state and federal guidelines; and

- The percentage of disciplinary actions of SPED students does not exceed the percentage of students identified as SPED.

The rubric for this sub-indicator is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
The school complies with all state and federal laws and provides appropriate documentation to evidence meeting each component.	The school presents concerns with documentation and/or compliance in a minimal number of the sub-indicator components but has a credible plan to address the issues.	The school presents concerns with documentation and/or compliance in a minimal or majority of the sub-indicator components and/or provides no evidence of a credible plan to address the issues.

The following table identifies the ratings POA received from the compliance checks conducted during the 2021-22 school year.

Quarter 1	Quarter 2	Quarter 3	Quarter 4
Meets Standard	Meets Standard	Meets Standard	Meets Standard

POA's Special Education fluctuated throughout the 2021-22 school year. As enrollment increased, so did the percentage of students who required an IEP and services. By the end of the year, almost 19% of the school's total population were identified as such. The team at PSOE supported POA, as a new school, in establishing IEPs with appropriate goals and ensuring that case conferences were employed in a manner that complied with state and federal laws. Being a virtual school, POA was proactive in adjusting student IEPs so that goals, strategies, and interventions were appropriate to a virtual setting. Based on the qualitative and quantitative evidence collected, the school receives a rating of **Meets Standard** according to its Accountability Plan Performance Framework.

Part IV: School Climate

Education One requires its schools to conduct an annual third-party survey of all stakeholders, staff, students, and families, to gauge the school's effectiveness in carrying out its mission and vision. Results should be used to drive programming, policies, and procedure changes, if necessary. Survey data becomes more reliable based on the participation rate of each stakeholder. Education One's standard for survey reliability is a participation rate of at least 70.0%.

Overall Rating for School Climate	Year 1	Year 2	Year 3	Year 4	Year 5
	2021-22	2022-23	2023-24	2024-25	2025-26
	Not Applicable				

Meets Standard	Approaching Standard	Does Not Meet Standard
The average percentage of parents, students, and staff reporting overall satisfaction is at or above 80.0%.	The average percentage of parents, students, and staff reporting overall satisfaction is between 70.0 and 79.9%.	The average percentage of parents, students, and staff reporting overall satisfaction is less than 70.0%.

The school will conduct a stakeholder survey for the 2022-23 school year. School Climate will be rated as **Not Applicable**.

Part V: Next Steps

Does the school or organization require interventions moving forward?

All schools receive high-quality authorization practices to ensure that any areas of deficiency are not due to inadequate authorization. Education One couples oversight and support to ensure that each school remains autonomous in a structure of high expectations and continuous improvement. The authorizer utilizes a Tiered System of Support Rubric to tier each of its schools on a bi-annual basis at the end of the 2nd and 4th quarter of the school year. Schools can be moved in and out of tiered levels based on need at any point throughout the school year. The areas that Education One considers when tiering its school are:

- Number of years in which a school has been in existence;
- Leadership capacity and experience;
- Staffing of effective and/or highly effective teachers;
- Instructional ratings from regularly scheduled site visits;
- Progress towards achievement in reading and math;
- Growth in reading and math; and
- Subgroup growth in reading and math.

Education One’s monitors progress towards goals found in the Accountability Plan Performance Framework through the following supports. The level and quantity of these supports will depend on the tier in which the school has been placed.

- **Site Visits:** Members of the Education One Team and the school’s leadership team conduct classroom walkthroughs to identify overall commendations and recommendations to ensure that instructional best practices are being implemented throughout the school.
- **EL and SPED Compliance Checks:** Education One’s Assistant Director of Community Connections and Compliance observes files and implementation of EL/SPED programs of the school to ensure that applicable laws, regulations, and best practices are followed with these special populations.
- **Academic Support Checks:** Education One’s Assistant Director of Accountability collaborates with school leadership teams to help them reach more school specific goals, analyze data, and formulate improvement plans to ensure that schools are on track to meeting their accountability goals set forth in the Accountability Plan Performance Framework.
- **Reporting Requirements:** Schools provide the authorizer with reports based on statutory requirements and other important information regarding staffing, enrollment, board compliance, etc.
- **Board Meetings:** Members of the Education One Team attend regularly scheduled board meetings of each of its schools to monitor board governance indicators and provide status updates to all stakeholders on the school’s academic, financial, and organizational performance.

School Supports by Tier

Tier I Supports 2.6-3.0 points	Tier IIa Supports 2.1-2.5 points	Tier IIb Supports 1.6-2.0 points	Tier III Supports 1.0-1.5 points
<ul style="list-style-type: none"> ● Site Visits: Quarterly ● Compliance Check: Quarterly ● Academic Support: 3x (Data) 	<ul style="list-style-type: none"> ● Site Visits: Quarterly ● Compliance Check: Quarterly ● Academic Support: Monthly 	<ul style="list-style-type: none"> ● Site Visits: Monthly ● Compliance Check: Quarterly ● Academic Support: Monthly 	<ul style="list-style-type: none"> ● Site Visits: Monthly ● Compliance Check: Quarterly ● Academic Support: Monthly with Bi-Weekly Improvement Plan Checks
<ul style="list-style-type: none"> ● Reporting Requirements: Monthly ● Board Meetings: Based on Board Schedule 	<ul style="list-style-type: none"> ● Reporting Requirements: Monthly ● Board Meetings: Based on Board Schedule 	<ul style="list-style-type: none"> ● Reporting Requirements: Monthly ● Board Meetings: Based on Board Schedule 	<ul style="list-style-type: none"> ● Reporting Requirements: Monthly ● Board Meetings: Based on Board Schedule

POA Tiered Support Rubric

	Tier I: 3 points	Tier II: 2 points	Tier III: 1 point
Organizational			
New School	The school has been in existence for a minimum of 2 years.	The school has been in existence for less than 2 years but is a part of an established network of schools.	The school has been in existence for less than 2 years.
Leadership	The school leader has been rated as effective and/or highly effective, has experience leading in an Education One school, and engages in a continuous process of improvement.	The school leader meets at least two of the Meets Standard criteria.	The school leader meets one or none of the Meets Standard criteria.
Staffing	80% of classrooms have effective and/ or highly effective teachers.	70-79.9% of classrooms have effective and/ or highly effective teachers.	60.0% or less of classrooms have effective and/ or highly effective teachers.
Academics			
Instruction	The school received an average of 3.0-4.0 points during a semester of observations.	The school received an average of 2.5-2.9 points during a semester of observations.	The school received an average of less than 2.5 points during a semester of observations.
Progress Towards Achievement: Reading	<p>The percentage of students considered on grade level has increased by at least 5% from BOY to MOY.</p> <p>OR</p> <p>The percentage of students considered on grade level has increased by at least 10% from BOY to EOY.</p> <p>OR</p> <p>The school has reached the APPF goal for achievement.</p>	<p>The percentage of students considered on grade level has increased by 2.5-4.9% from BOY to MOY.</p> <p>OR</p> <p>The percentage of students considered on grade level has increased by 4.9-9.9% from BOY to EOY.</p> <p>OR</p> <p>The school is approaching the APPF goal for achievement.</p>	<p>The percentage of students considered on grade level has increased by less than 2.5% from BOY to MOY.</p> <p>OR</p> <p>The percentage of students considered on grade level has increased by less than 4.9% from BOY to EOY.</p> <p>OR</p> <p>The percentage of students considered on grade level has decreased from BOY to MOY or BOY to EOY.</p>
Progress Towards Growth: Reading	<p>The percentage of students meeting growth goals has increased by at least 5% from BOY to MOY.</p> <p>OR</p> <p>The percentage of students meeting growth goals has increased by at least 10% from BOY to EOY.</p> <p>OR</p> <p>The school has reached the APPF goal for growth.</p>	<p>The percentage of students meeting growth goals has increased by at least 2.5-4.9% from BOY to MOY.</p> <p>OR</p> <p>The percentage of students meeting growth goals has increased by at least 4.9-9.9% from BOY to EOY.</p> <p>OR</p> <p>The school is approaching the APPF goal for growth.</p>	<p>The percentage of students meeting growth goals has increased by less than 2.5% from BOY to MOY.</p> <p>OR</p> <p>The percentage of students meeting growth goals has increased by less than 4.9% from BOY to EOY.</p> <p>OR</p> <p>The percentage of students meeting growth goals has decreased from BOY to MOY or BOY to EOY.</p>
Progress Towards Achievement: Math	<p>The percentage of students considered on grade level has increased by at least 5% from BOY to MOY.</p> <p>OR</p> <p>The percentage of students considered on grade level has increased by at least 10% from BOY to EOY.</p> <p>OR</p> <p>The school has reached the APPF goal for achievement.</p>	<p>The percentage of students considered on grade level has increased by 2.5-4.9% from BOY to MOY.</p> <p>OR</p> <p>The percentage of students considered on grade level has increased by 4.9-9.9% from BOY to EOY.</p> <p>OR</p> <p>The school is approaching the APPF goal for achievement.</p>	<p>The percentage of students considered on grade level has increased by less than 2.5% from BOY to MOY.</p> <p>OR</p> <p>The percentage of students considered on grade level has increased by less than 4.9% from BOY to EOY.</p> <p>OR</p> <p>The percentage of students considered on grade level has decreased from BOY to MOY or BOY to EOY.</p>

Progress Towards Growth: Math	<p>The percentage of students meeting growth goals has increased by at least 5% from BOY to MOY.</p> <p>OR</p> <p>The percentage of students meeting growth goals has increased by at least 10% from BOY to EOY.</p> <p>OR</p> <p>The school has reached the APPF goal for growth.</p>	<p>The percentage of students meeting growth goals has increased by at least 2.5-4.9% from BOY to MOY.</p> <p>OR</p> <p>The percentage of students meeting growth goals has increased by at least 4.9-9.9% from BOY to EOY.</p> <p>OR</p> <p>The school is approaching the APPF goal for growth.</p>	<p>The percentage of students meeting growth goals has increased by less than 2.5% from BOY to MOY.</p> <p>OR</p> <p>The percentage of students meeting growth goals has increased by less than 4.9% from BOY to EOY.</p> <p>OR</p> <p>The percentage of students meeting growth goals has decreased from BOY to MOY or BOY to EOY.</p>
Subgroup Growth: Reading	75-100% of identified subgroups outgrew the same subgroups of the local school district.	50-74.9% of identified subgroups outgrew the same subgroups of the local school district.	Less than 50% of identified subgroups outgrew the same subgroups of the local school district.
Subgroup Growth: Math	75-100% of identified subgroups outgrew the same subgroups of the local school district.	50-74.9% of identified subgroups outgrew the same subgroups of the local school district.	Less than 50% of identified subgroups outgrew the same subgroups of the local school district.

Total Number of Points	Average Points	Tier Designation for July-December 2022
23	2.9	Tier I

Overall, 2021-22 was a successful, inaugural year for POA. Education One commends the school for the following:

- Establishing clear and high expectations for the implementation of instructional best practices into a virtual setting.
- Creating processes and procedures based on quantitative and qualitative data analysis to support student achievement and growth.
- Differentiating, with intentionality, individualized learning plans to create equitable experiences in a virtual setting.
- Recruiting and retaining quality staff with purposeful and ongoing professional development.
- Submitting required compliance documentation in a timely and complete manner, indicating a network team with strong collaborative, communication, and organizational skills.
- Capitalizing on the diversity of talents represented by the board of directors to drive the organization’s mission and vision.
- Balancing a strong network wide cash position with the addition of a new virtual model school.

Improvement in the following areas is required for the 2022-23 school year:

- Create processes and procedures to increase overall attendance.
- Implement strategies to support math achievement and growth, specifically in middle school grades.