



2022-23 ANNUAL REVIEW

PARAMOUNT ONLINE ACADEMY

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Education One, L.L.C.

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REPORT 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 performance in each indicator found in the school's 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 significant time commitments, Education One believes that this high level of accountability, coupled with strong collaboration and partnerships, supports 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	2021-22	2023-24	2024-25	2025-26
	Meets Standard	Approaching 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	MS			
	Attendance	AS	AS			
	Achievement on Benchmark Assessment: Reading	N/A	AS			
	Achievement on Benchmark Assessment by Subgroup: Reading	N/A				
	Achievement on Benchmark Assessment: Math	N/A	DNMS			
	Achievement on Benchmark Assessment by Subgroup: Math	N/A				
	Growth on Benchmark Assessment: Reading	MS	AS			
	Growth on Benchmark Assessment by Subgroup: Reading	MS				
	Growth on Benchmark Assessment: Math	MS	MS			
Growth on Benchmark Assessment by Subgroup: Math	AS					
State Academic Performance	Achievement on State Summative Assessment: Reading	N/A	N/A			
	Achievement on State Summative Assessment by Subgroup: Reading	N/A	N/A			
	Achievement on State Summative Assessment: Math	N/A	N/A			
	Achievement on State Summative Assessment by Subgroup: Math	N/A	N/A			
	Growth on State Summative Assessment: Reading	N/A	N/A			
	Growth on State Summative Assessment by Subgroup: Reading	N/A	N/A			
	Growth on State Summative Assessment: Math	N/A	N/A			
	Growth on State Summative Assessment by Subgroup: Math	N/A	N/A			
	Comparison to Local Schools	N/A	N/A			
Reading Proficiency-Grade 3	N/A	MS				

	Accountability Plan Performance Framework Indicators	Year 1	Year 2	Year 3	Year 4	Year 5
Federal Academic Performance	Federal Accountability Rating	N/A	DNMS			
	Chronic Absenteeism	N/A	AS			
	Closing Achievement Gaps	N/A	N/A			
	Language Proficiency for English Learners	N/A	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 appropriate implementation of 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 objectives and grade level standards; and
- The curriculum is implemented according to its design.

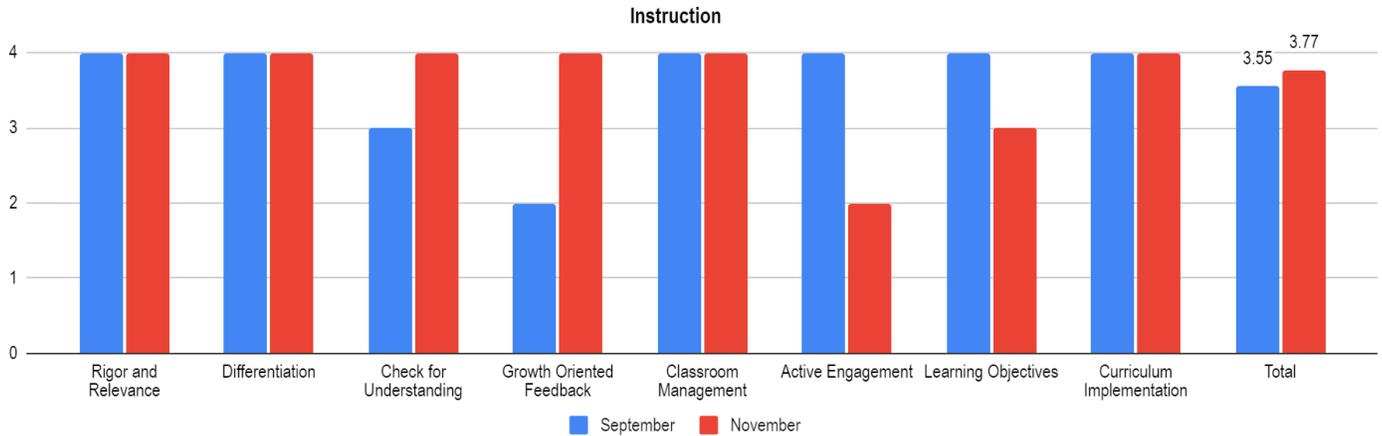
Classroom observation data is compiled to identify overarching trends across the school, both in commendations and recommendations. The school receives points (1-4) for each area observed based on the percentage of classrooms showing a concern. Points are then weighted based on the effect size the component 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 2022-23 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.

2022-23 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.	0%	0%	17%	33%	0%	0%	0%	0%
Nov.	0%	0%	0%	0%	0%	40%	20%	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 2022-23 school year, Paramount Online Academy (POA) receives a rating of **Meets Standard** according to the school's Accountability Plan Performance Framework, with an average instructional rating of 3.7 points.

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 91.5% and is **Approaching Standard** according to the school's Accountability Plan Performance Framework. The school improved overall average attendance by 0.8 points from the 2021-22 school year.

Attendance Breakdown					
Kindergarten	87.5%	✗	Fifth Grade	92.0%	✗
First Grade	90.3%	✗	Sixth Grade	89.7%	✗
Second Grade	90.3%	✗	Seventh Grade	92.0%	✗
Third Grade	93.0%	✗	Eighth Grade	92.1%	✗
Fourth Grade	94.2%	✗	Whole School	91.5%	✗
Key: ✓ = Meets Standard, ✗ = Approaching Standard, ✗ = Does Not Meet Standard					

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.

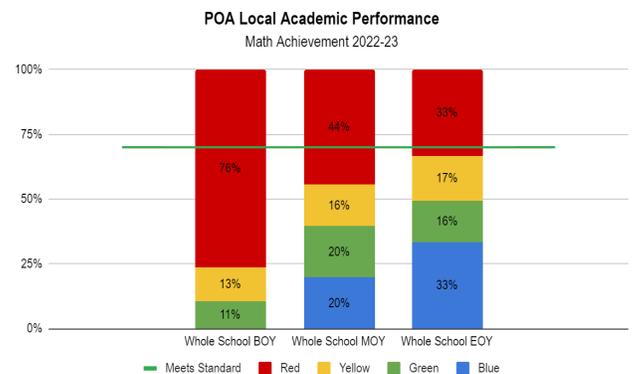
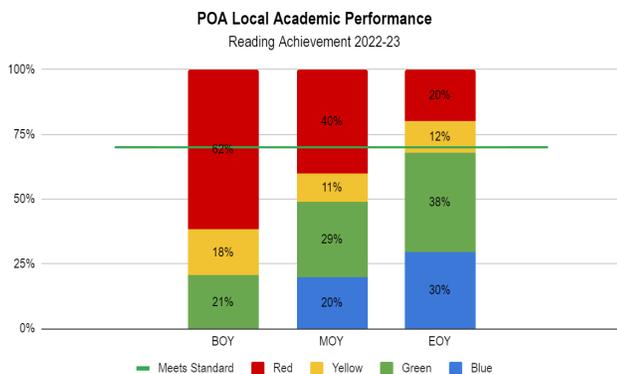
Education One requires all schools in its portfolio to measure student progress multiple times throughout the school year using an assessment tool selected by the school. POA utilized Cambium ClearSight during the 2022-23 school year. This formative assessment platform is for all students grades 3-8. This assessment platform aligns to Indiana's state summative assessment in its complexity, rigor, and performance level indicators.

Individual ratings for both English/Language Arts 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 English/Language Arts and Math for the 2022-23 school year who took the beginning of

	English/Language Arts			Math		
	BOY Achievement	EOY Achievement	Change	BOY Achievement	EOY Achievement	Change
Whole School	23.7%	67.9%	+44.2	17.1%	58.6%	+41.5



The following tables indicate the percentage of students enrolled POA by grade level and the whole school that met achievement targets on the end of the year benchmark assessment in English/Language Arts and Math.

English/Language Arts				
Grade Level	Number of Students	Number of Proficient Students	Percentage of Proficient Students	Achievement Target Rating
Fourth Grade	16	11	68.8%	X
Fifth Grade	15	11	73.3%	✓
Sixth Grade	17	10	58.8%	X
Seventh Grade	12	8	66.7%	X
Eighth Grade	21	15	71.4%	✓
Whole School	81	55	67.9%	X

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

Math				
Grade Level	Number of Students	Number of Proficient Students	Percentage of Proficient Students	Achievement Target Rating
Fourth Grade	16	13	81.3%	✓
Fifth Grade	15	12	80.0%	✓
Sixth Grade	17	2	11.8%	✗
Seventh Grade	12	4	33.3%	✗
Eighth Grade	21	9	42.9%	✗
Whole School	81	40	49.4%	✗
Key: ✓ = Exceeds Standard, ✔ = Meets Standard, ✗ = Approaching Standard, ✗ = Does Not Meet Standard				

English/Language Arts: 67.9% of students were considered proficient on the English/Language Arts ClearSight assessment. At this time last year, only 30.9% of students were considered proficient, an increase of 37 points. Education One commends the school for seeing such positive increase from the previous school year. While the school receives a rating of **Approaching Standard** according to the school's Accountability Plan Performance Framework, the school is on track towards meeting standard by the end of its first charter term.

Math: 49.4% of students were considered proficient on the Math ClearSight assessment. At this time last year, only 32.4% of students were considered proficient, an increase of 17 points. Education One commends the school for seeing such positive increase from the previous school year. While the school receives a rating of **Does Not Meet Standard** according to the school's Accountability Plan Performance Framework, the school is on track towards meeting standard by the end of its first charter term.

Subgroup 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:

- English Learner;
- Gender;
- Race;
- Socioeconomic Status; 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 English/Language Arts and Math for the 2022-23 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. %	English/Language Arts				Math			
		% of BOY Grade Level Achievement Legacy Students	% of EOY Grade Level Achievement Legacy Students	Change	Achievement Target Rating	% of BOY Grade Level Achievement Legacy Students	% of EOY Grade Level Achievement Legacy Students	Change	Achievement Target Rating
Whole School									
Female									
Male									
Black									
Hispanic									
Multiracial									
White									
F/R Lunch									
SPED									

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

English/Language Arts: Overall, the school receives a rating of **Exceeds Standard Meets Standard Approaching Standard Does Not Meet Standard**, according to the school's Accountability Plan Performance Framework.

Math: Overall, the school receives a rating of **Exceeds Standard Meets Standard Approaching Standard Does Not Meet Standard**, according to the school's Accountability Plan Performance Framework.

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
Fourth Grade	15	15	93.8%	✓
Fifth Grade	15	8	53.3%	✖
Sixth Grade	17	11	64.7%	✘
Seventh Grade	12	6	50.0%	✖

Eighth Grade	21	14	66.7%	X
Whole School	81	54	66.7%	X
Key: ✓ = Exceeds Standard, ✓ = Meets Standard, X = Approaching Standard, X = 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
Fourth Grade	16	12	75.0%	✓
Fifth Grade	15	6	40.0%	X
Sixth Grade	17	13	76.5%	✓
Seventh Grade	12	10	83.3%	✓
Eighth Grade	21	16	76.2%	✓
Whole School	81	57	70.4%	✓
Key: ✓ = Exceeds Standard, ✓ = Meets Standard, X = Approaching Standard, X = Does Not Meet Standard				

Reading: 66.7% of students met growth targets on the English/Language Arts ClearSight assessment. Therefore, the school receives a rating of **Approaching Standard** according to the school's Accountability Plan Performance Framework and is on track towards meeting standard by the end of its first charter term.

Math: 70.4% of students met growth targets on the Math ClearSight assessment. Therefore, the school receives a rating of **Meets Standard** according to the school's Accountability Plan Performance Framework.

Subgroup 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 2020-21 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	
Whole School					
Free/Reduced Lunch					
Female					

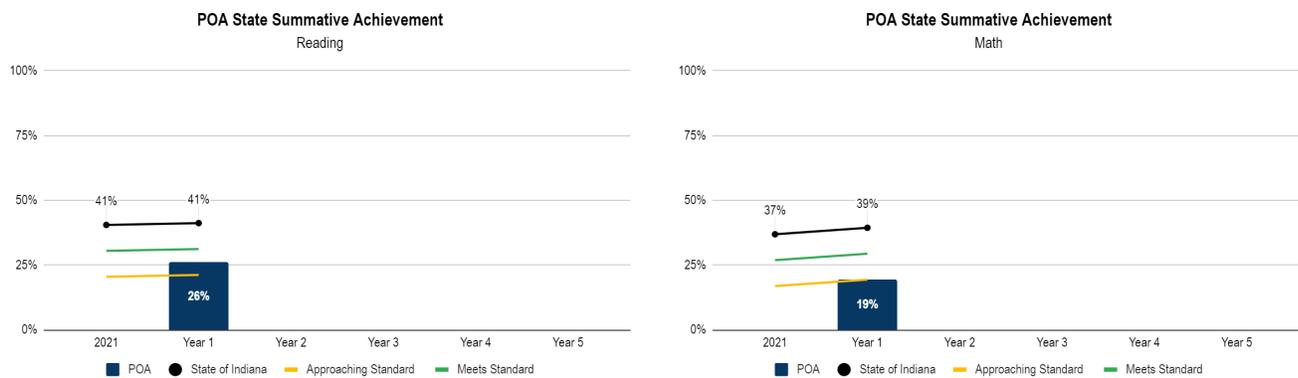
Male					
Black					
Hispanic					
Multiracial					
White					
Special Education					
Key: ✓ = Exceeds Standard, ✔ = Meets Standard, ✘ = Approaching Standard, ✖ = Does Not Meet Standard					

STATE ACADEMIC PERFORMANCE

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 corresponding charts illustrate trend data for legacy students' achievement compared to the state of Indiana on the Indiana Learning Evaluation Assessment Readiness Network (ILEARN) assessment, which is administered each spring to summatively measure grade-level standard achievement and annual growth for students in grades three through eight. ILEARN was first implemented in the spring of 2019. Due to the COVID-19 pandemic, all state testing was canceled in 2020 but was re-established in 2021.



English/Language Arts: In Indiana, 41% students in grades 3-8 met or exceeded grade-level standards on the 2022 English/Language Arts ILEARN assessment. At POA, 26% students in grades 3-8 met or exceeded grade-level standards on the 2022 English/Language Arts ILEARN assessment. Due to harmless legislation, the school receives a rating of **Not Applicable**.

Math: In Indiana, 39% students in grades 3-8 met or exceeded grade-level standards on the 2022 Math ILEARN assessment. At POA, 19% students in grades 3-8 met or exceeded grade-level standards on the 2022 Math ILEARN assessment. Due to harmless legislation, the school receives a rating of **Not Applicable**.

Subgroup 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 following tables illustrate the percentage of students that met or exceeded grade-level standards on the state summative assessment by subgroup for the 2021-22 school year. Data for subgroups with less than 20 students is suppressed for confidentiality purposes.

Subgroup Breakdown: English/Language Arts ILEARN 3-8						
Subgroup	School Population %	School % of Students Meeting or Exceeding Standards	State Population %	State % of Students Meeting or Exceeding Standards	Difference	Rating
Whole School	100%	26%	100%	41%	-15	X
Free/Reduced Lunch	81%	24%	44%	27%	-3	✓
Female	50%	34%	49%	45%	-11	X
Male	50%	18%	51%	37%	-19	X
Black	60%	24%	12%	19%*	+5	✓
Hispanic	15%	38%	14%	28%	+10	✓
Multiracial	10%	23%	5%	37%	-14	X
White	15%	27%	65%	48%	-21	X
Special Education	10%	2%	16%	13%*	-11	X

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

*Student subgroups with a state passing percentage less than 20% need to be within at least half of the state's subgroup passing percentage to approach standard and within a quarter to meet standard.

Subgroup Breakdown: Math ILEARN 3-8						
Subgroup	School Population %	School % of Students Meeting or Exceeding Standards	State Population %	State % of Students Meeting or Exceeding Standards	Difference	Rating
Whole School	100%	19%	100%	39%	-20	X
Free/Reduced Lunch	81%	17%	44%	25%	-8	✓
Female	50%	22%	49%	37%	-15	X
Male	50%	17%	51%	42%	-25	X
Black	60%	16%	12%	15%*	+1	✓
Hispanic	15%	25%	14%	25%	+0	✓
Multiracial	10%	15%	5%	33%	-18	X

White	15%	27%	65%	47%	-20	X
Special Education	10%	2%	16%	16%*	-14	X
Key: ✓ = Exceeds Standard, ✔ = Meets Standard, X = Approaching Standard, ✗ = Does Not Meet Standard						

*Student subgroups with a state passing percentage less than 20% need to be within at least half of the state's subgroup passing percentage to approach standard and within a quarter to meet standard.

Reading: The school met standard in 38% of the identified subgroups and was also approaching standard in 38% of groups. However, the school did not meet standard in 25% of subgroups. Due to harmless legislation, the school receives a rating of **Not Applicable**.

Math: The school met standard in 38% of the identified subgroups and was also approaching standard in 50% of groups. However, the school did not meet standard in 12% of subgroups. Due to harmless legislation, the school receives a rating of **Not Applicable**.

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).

Reading: POA had an MGP of 41.5 the 2022 ILEARN English/Language Arts assessment. Due to harmless legislation, the school receives a rating of **Not Applicable**.

Math: POA had an MGP of 34.5 the 2022 ILEARN Math assessment. Due to harmless legislation, the school receives a rating of **Not Applicable**.

Subgroup 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.

Growth data was not publicly released by the state of Indiana for the 2022 state summative assessment by subgroup. Therefore, the POA receives a rating of **Not Applicable** for Subgroup Student Growth on Summative Assessment.

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.

The school receives a rating of **Not Applicable** due to the 2021-22 school year, from which these results were taken, being its first year in existence.

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.

In 2021-22, POA had a total passing rate of 80% on IREAD-3. The state of Indiana's passing percentage was 82%. With a difference of 2%, the school receives a rating of **Meets Standard** according to the school's Accountability Plan Performance Framework.

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 table below represents the school's designations for each of the statewide goals as well as the overall designation. Data utilized for these designations was from the 2021-22 school year. The school received a designation of Does Not Meet Expectations and receives a rating of **Does Not Meet Standard**.

Overall Designation	Does Not Meet Expectations		
Achievement: E/LA	Approaches Expectations	Achievement: Mathematics	Approaches Expectations
Growth: E/LA	Does Not Meet Expectations	Growth: Mathematics	Does Not Meet Expectations
Closing the Gaps: E/LA	Does Not Meet Expectations	Closing the Gaps: Mathematics	Does Not Meet Expectations
Language Proficiency for EL	No Rating	Addressing Chronic Absenteeism	Meets Expectations

Chronic Absenteeism 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. In 2021-22, POA had a model attendee rate of 48.3%, while the state's rate was 60.1%. Therefore, the school receives a rating of **Approaching Standard**.

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.

The state did not release public data regarding closing achievement gaps. 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.

The school did not have enough students in a cohort to release public information and 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	2021-22	2023-24	2024-25	2025-26
	Approaching Standard	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	MS			
	Enrollment Variance	DNMS	DNMS			
	Current Ratio	MS	MS			
	Days Cash	AS	AS			
	Debt/Default Delinquency	MS	MS			
	Debt to Asset Ratio	MS	MS			
	Debt Service Coverage	N/A	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

The State Board of Accounts received the financial audit for Paramount Schools of Excellence, with POA is a part of, in February of 2023 for the period July 1, 2021 to June 30, 2022. The audit was prepared in accordance with established guidelines with no findings.

The school regularly submitted complete quarterly financial statements that were able to be utilized to assess financial indicators throughout the school year. The school receives a rating of **Meets Standard**.

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 submitted an enrollment report of 165 students as of October 1, 2022. By February 2023, the school's enrollment increased to 192, also based on the submitted report. With a budgeted enrollment 360, the enrollment variance in September was 45.8% and 53.3% in February. With an average enrollment variance of 49.6%, 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 10.0 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, 2023 the school would be able to operate. The rubric for Days Cash is:

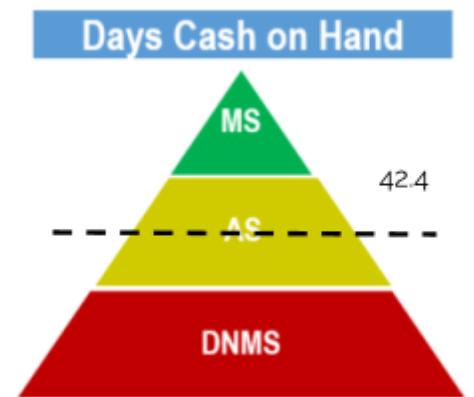
Meets Standard	Approaching Standard	Does Not Meet Standard
Days cash on hand is at least 60 days. OR between 30 and 60 days cash and one-year trend is positive.	Days cash on hand is at least between 15-30 days. OR between 30 and 60 days cash and one-year trend is negative.	Days cash is less than 15 days.

Based on the most current quarterly financials, POA has 42.4 days cash on hand. The school has 20 less days cash on hand than it did this time last year. Therefore, 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. Based on the most current financial statements, the school receives a rating of **Meets Standard**, according to the debt to asset ratio indicator, with a ratio of 0.10. 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 2022-23 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	2021-22	2023-24	2024-25	2025-26
	Meets Standard	Meets Standard			

Is the school's organizational structure 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 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
Governing Board	Focus on High Academic Achievement	MS	MS			
	Commitment to Exemplary Governance	MS	MS			
	Fiduciary Responsibilities	MS	MS			
	Strategic Planning and Oversight	MS	MS			
	Legal and Regulatory Compliance	MS	MS			
School Leader	Leadership	MS	MS			
Compliance	Reporting Requirements	MS	MS			
	English Learner Compliance	N/A	N/A			
	Special Education Compliance	MS	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 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. OR The governing board presents concerns in a minimal number of the indicator characteristics and 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 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:

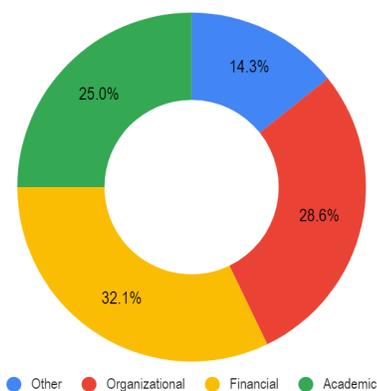
Meets Standard	Approaching Standard	Does Not Meet Standard
The governing board complies with and presents no concerns in the indicator characteristics.	The governing board presents concerns in a minimal number of the indicator characteristics with a credible plan to address the issues.	The governing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

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 85%, with the majority of its members averaging between 75.0 and 100% attendance. This indicates member investment in the school and its success.



PSOE Board Question Type: 2022-23



Engagement during public met standard through questioning focused on organizational performance, followed by financial and academic performance.

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 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.	<p>The governing board presents concerns in a majority of the indicator characteristics and/or does not have a plan to address issues.</p> <p style="text-align: center;">OR</p> <p>The governing board presents concerns in a minimal number of the indicator characteristics and does not have a plan to address issues.</p>

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 2022-23 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 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.	<p>The governing board presents concerns in a majority of the indicator characteristics and/or does not have a plan to address issues.</p> <p style="text-align: center;">OR</p> <p>The governing board presents concerns in a minimal number of the indicator characteristics and does not have a plan to address issues.</p>

In April of 2023, 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. The self-assessment evidenced the board's ability to indicate areas for further development, specifically on what is needed to support a growing portfolio of schools across the state of Indiana.

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:

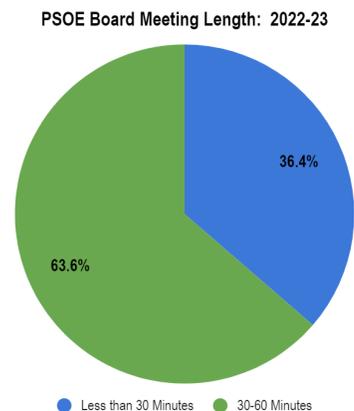
- Hold all meetings in compliance with Indiana's Open Door Law;
- Maintain the highest standards of public transparency by accurately documenting meeting proceedings and board decisions;
- Adherence to all terms set forth in the charter agreement;
- Comply with established board policies and procedures, 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 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. OR The governing board presents concerns in a minimal number of the indicator characteristics and does not have a plan to address issues.

All meetings during the 2022-23 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. The corresponding graph illustrates the percentage of meetings based on length. Almost two thirds of meetings lasted between 30 and 60 minutes.

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. OR The school leadership team presents concerns in a minimal number of the indicator characteristics but does not have a credible plan to address the issues.

Dr. Brandalyn Hayes completed her second year as Principal for POA during the 2022-23 school 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 2022-23 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 2022-23 school year, evidenced by an increase in the percentage of students making academic gains in both reading and math from local assessments and preliminary state results. 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. OR The school presents concerns in a minimal number of characteristics 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.

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. OR The school presents concerns with documentation and/or compliance in a minimal number of the sub-indicator components but provides no evidence of a credible plan to address the issues.

POA's Special Education fluctuated throughout the 2022-23 By the end of the year, almost 18% of the school's total population were identified as such. The team at PSOE supported Special Education staff at POA, 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: 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.

Education One utilizes the school's performance against the Accountability Plan Performance Framework indicators to tier each school and monitors progress towards meeting standard of those indicators through the following supports:

- **Site Visits:** Members of the Education One accountability 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.
- **Compliance Checks:** Members of the Education One accountability team monitor 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:** Members of the Education One accountability team collaborate 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.
- **Board Meetings and Support Checks:** 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. The Board Chair meets with the Executive Director on a regular basis to discuss progress towards goals and formulate next steps for improvement or areas of concern.

Schools that receive an overall rating of "Does Not Meet Standard" in any performance area of the Annual Review will automatically be placed in Tier III and will require a school improvement plan.

Tiered Supports

	Tier I Weighted Points: 3.0-4.0 from State and Federal Academic Rubric	Tier IIa Weighted Points: 3.0-4.0 from Local Academic Rubric	Tier IIb Weighted Points: 2.0-2.9 from Local Academic Rubric	Tier III Weighted Points: 1.0-1.9 from Local Academic Rubric
Site Visit	The school receives a site visit in Quarter 1 and 3.	The school receives a site visit in Quarter 1-3.	The school receives bi-monthly site visits from September to March.	The school receives monthly site visits from September to March.
Compliance Checks	Schools receive quarterly compliance checks regardless of Tier. These checks may increase in level or quantity based on the discretion of the authorizer and level of urgency in any compliance deficiency.			
Support Check-In	The school participates in a data dive at the end of the school year during its annual review.	The school participates in data dives after each major assessment administered, with a focus on school specific goals.	The school participates in data dives after each major assessment administered, with a focus on school specific goals. The school participates in discussing site visit next steps and/or school initiatives.	The school participates in data dives after each major assessment administered, with a focus on school specific goals. The school has a school improvement plan.
Board Meeting and Checks	Education One attempts to attend all regularly scheduled board meetings. Board chairs participate in quarterly checks with Education One, regardless of Tier. These checks may increase in level or quantity based on the discretion of the authorizer and level of urgency in any compliance deficiency.			

Education One commends the school for the following:

Academic Performance

- Establishing clear and high expectations for the implementation of instructional best practices into a virtual setting;
- Implementing staffing model to support areas of strength and academic improvement; and
- Increased percentage of students meeting proficiency standards on local benchmark assessments throughout the school year and compared to historical data.

Financial Performance

- Maintaining a strong network wide cash position and financial controls;

Organizational Performance

- Capitalizing on the diversity of talents represented by the board of directors to drive the organization's mission and vision;
- Implementing continuous improvement mindset in all aspects of the school and organization; and
- Maintaining highly effective leaders in key positions at the school and network level.

2023-24 Next Steps:

Paramount Online Academy received the following overall ratings in the three main performance areas of the Accountability Plan Performance Framework for the 2022-23 school year:

- Academic Performance:
- Financial Performance: **Approaching Standard**
- Organizational Performance: **Meets Standard**

Improvement in the following areas is required for the 2023-24 school year:

Academic Performance:

- Continue to implement strategies to support math achievement, specifically in middle school grades.

Financial Performance:

- Create budget based on obtainable enrollment targets; and
- Increase Days Cash