



Charter School Office
College of Education

Lift for Life Academy
Performance Contract 2018-2023
November 30, 2017

As the official charter school sponsor of Lift for Life Academy (LFLA) Southeast Missouri State University (SEMO) is legislatively required to monitor compliance and performance of the school, recommend sanctions, if necessary, and revocation and closure when the school demonstrates an inability to meet standards. This performance contract represents expectations in the LFLA's charter term effective July 1, 2018-June 30, 2023.

-Adapted with permission, University of Missouri, St. Louis 2017

A. Governance

Charter schools are governed by an independent board of directors that are required to abide by all laws governing 501(c)3 organizations, and public schools. For the term of this performance contract, the board of Lift for Life Academy will:

1. Consistently abide by all Missouri laws, including the Missouri Sunshine Law in all its operations.
2. Maintain an active, involved board as described in their charter.
3. Meet all standards for governance listed below as assessed by the SEMO sponsor during its annual review:

Standard	Metric	MET: M NOT MET: NM				
		18-19	19-20	20-21	21-22	22-23
A.1 The school Board operates legitimately and in the best interest of its students and mission.	Governance records Criminal background and FCSR checks as outlined in section RSMo160.400.14					
A.2 All board members receive training in Missouri Sunshine Law, nepotism, school governance, student achievement, school law and policy and conflict of interest within their first year of service.	Board survey Board minutes					
A.3 Appropriate Board Policies are developed, revised as needed, and followed.	Board Policies and appropriate school documents, such as enrollment procedures, student handbooks, etc.					
A.4 Meetings are regularly scheduled and appropriately conducted.	Governance records.					
A.5 Governance records and documentation are appropriately created and maintained.	Board Meeting Agenda, notices, minutes, and supporting documentation.					
A.6 School business is conducted in a transparent manner subject to the provisions and sections 610.010 to 610.030, Missouri Sunshine Law; free of conflict of interest, and models best practices regarding governance roles and responsibilities.	Fiscal records. Fiscal Audits and ASBR. Core Data Reports.					
A.7 The Board implements a transparent process for evaluating the school leader that includes evaluation of core competency categories and progress made on yearly school goals.	School leader evaluation document					
A.8 The Board communicates in a timely manner with SEMO's sponsorship liaison about significant policy, personnel, school performance or legal issues.	Board-sponsor communications					
A.9 The Board annually self-evaluates using a standardized tool that assesses performance based on setting goals, developing policy, and communication.	Board self-evaluation document					
A.10 The Board officially reviews the sponsor's Annual Review at one of its board meetings.	Board minutes					

B. School Leadership

For the term of this performance contract:

1. The executive director and administrators of Lift for Life Academy will meet all standards for school leadership listed below as assessed by the SEMO sponsor during its annual review:

Standard	Metric	MET: M NOT MET: NM				
		18-19	19-20	20-21	21-22	22-23
B.1 Student enrollment procedures, including open enrollment and lottery, if needed, are appropriately conducted and documented.	School policies, procedures, and practices Enrollment and attendance documents Core Data					
B.2 Student enrollment and attendance numbers are in line with the charter agreement, and provide evidence that the school is a viable school of choice for the community.	Student enrollment data Student attendance data. Student retention data Core Data reports Charter agreement					
B.3 Personnel procedures and practices are conducted in a manner that promotes instructional effectiveness and continuous school improvement.	Teacher and administrator retention data School Improvement Plan Professional Development Plan Academic accountability indicators					
B.4 School meets all state and local standards relative to health and safety; and maintains a clean and safe environment that supports the educational mission of the school.	Board Policies and documentation Health and safety permits Fiscal records On-site observations and reports					

Student Retention Rate						
Enrollment from the beginning of the year to the end of the same year.						
Target: $\geq 80\%$						
	Baseline 17-18	18-19	19-20	20-21	21-22	22-23
Actual Rate	TBD					
Met: M Not Met: NM						

Teacher Retention Rate						
Percent of teachers at the end of the school year who return the following year.						
Target: $\geq 80\%$						
	Baseline 17-18	18-19	19-20	20-21	21-22	22-23
Actual Rate	TBD					
Met: M Not Met: NM						

Notes:

C. Financial Operations

The school depends on the board maintaining proper fiduciary responsibility. For the term of the charter, Lift for Life Academy will:

1. Comply with annual auditing and ASBR requirements, and remedy all audit findings.
2. Maintain adequate fiscal health, as evidenced by producing regular financial statements, ensuring board review and oversight of payments, and paying all obligations in a timely manner.
3. Maintain an Ending Cash Fund Balance that is no less than three percent (3%).
4. Meet all standards for fiscal operations listed below as assessed by the SEMO sponsor during its annual review:

Standard	Metric	MET: M NOT MET: NM				
		18-19	19-20	20-21	21-22	22-23
C.1 Fiscal records are appropriately maintained.	Governance records. Fiscal records. Independent Fiscal Audit. Annual Report to the Board (ASBR).					
C.2 The school operates in a fiscally sound and appropriate manner.	Governance records. Fiscal reports. Independent Fiscal Audit. Annual Report to the Board (ASBR).					
C.3 School business and expenses, including personnel, are made free of conflict of interest and directed toward meeting the mission of the school.	Governance records. Fiscal reports and including payroll and retirement records. Independent Fiscal Audit. Annual Report to the Board (ASBR).					
C.4 Core Data and other required school reporting is conducted in a timely and appropriate manner.	Fiscal reports. Governance records. Core Data Reports.					

Notes:

D. Reporting

Schools maintain and submit large amounts of data to all regulatory authorities. SEMO monitors compliance of all these requirements. For the term of the charter, Lift for Life Academy will:

1. Maintain a 90% compliance rate for submitting required data and reports to SEMO.
2. Consistently comply with DESE reporting requirements and requests, including MOSIS Submissions and Tiered Monitoring requirements.

	18-19	19-20	20-21	21-22	22-23
Met: M Not Met: NM					

Notes:

E. Academic Achievement, Attendance and Annual Performance Report (APR)

The most important measure of success in any school is student outcomes, and quality teaching is the most important input to successful outcomes. For the term of this performance contract, Lift for Life Academy will:

1. Maintain a professional development system that includes: a teacher evaluation system that meets state requirements, retention of excellent teachers, and removal or development of teachers that are not meeting expectations.
2. Generate a higher MAP Index score than **SLPS** on a majority of the required assessments in the content areas of English Language Arts, Mathematics, and Science. The LEA Supporting Data MAP Index aggregate scores, as calculated (MSIP5) for the Missouri Annual Performance Report (APR), will be utilized for this accountability measure.
3. Proficiency scores on the MAP will increase by 3% annually and meet or exceed **SPLS** scores.
4. Meet MSIP-5 academic achievement targets below:

MSIP 5 Standards 1 and 2: Academic Achievement/Subgroup Achievement

Measure	MPI Scores/MAP Proficiency						
	16-17	17-18	18-19	19-20	20-21	21-22	22-23
• ELA MPI	230.1						
➤ SLPS ELA MPI	--						
<i>M/NMP/NM</i>	--						
• ELA % Proficient/Advanced	24.9%						
➤ SLPS ELA % Prof./Adv.	--						
<i>M/NMP/NM</i>	--						
• Math MPI	222.6						
➤ SLPS Math MPI	--						
<i>M/NMP/NM</i>	--						
• Math % Proficient/Advanced	13.7%						
➤ SLPS Math % Prof./Adv.	--						
<i>M/NMP/NM</i>	--						
• Science MPI	306.5						
➤ SLPS Science MPI	--						
<i>M/NMP/NM</i>	--						
• Science % Proficient/Advanced	44.2%						
➤ SLPS Science % Prof./Adv.	--						
<i>M/NMP/NM</i>	--						

KEY--Met: M Not Met with Progress: NMP Not Met: NM

* Annual Minimum Targets may be adjusted on an annual basis by mutual agreement of the SEMO Charter School Office and Lift for Life Academy

** Annual Minimum Targets are based on the current state assessment (MAP) and will be renegotiated based on any new or revised state assessment as necessary.

MSIP 5 Standard 3: Attendance

5. For the term of this performance contract, Lift for Life Academy will meet the following MSIP5 90/90 attendance targets (overall average of 2% growth per year):

Measure	2% Average Annual Growth Towards Target: 90% by 2023						
	16-17	17-18	18-19	19-20	20-21	21-22	22-23
Actual percent of students with 90% attendance rate	78.3%						
<i>Met: M Not Met with Progress: NMP Not Met: NM</i>							

Annual Performance Report (APR)

6. For the term of this performance contract, Lift for Life Academy will meet the following MSIP5 APR targets:

Measure	Annual Target: \geq 70%						
	16-17	17-18	18-19	19-20	20-21	21-22	22-23
APR Percentage	85.4%	\geq 70	\geq 70	\geq 70	\geq 70	\geq 70	\geq 70
<i>Met: M Not Met with Progress: NMP Not Met: NM</i>							

Note: These goals are based on the current state accountability system and structure (MSIP 5) and will be renegotiated based on any new or revised accountability system and structure as necessary.

Comparison to SLPS Buildings

If Lift for Life Academy’s APR percentage averages below 70 for two or more years, LFLA’s student achievement data will be equal to or exceed peer school buildings of similar size and scope in the St. Louis Public School District as follows:

Elementary and Middle Schools:

- Recalculation of APR percentage using MSIP 5 Performance Standards 1 – 3 only.

High Schools:

- Recalculation of APR percentage using MSIP 5 Performance Standards 1 – 3 and 5 only

AND/OR

- English Language Arts: MPI scores and/or % of proficient or advanced
- Math: MPI scores and/or % of proficient or advanced
- Science: MPI scores and/or % of proficient or advanced

Three to five comparison schools will be chosen based on location, enrollment numbers and selectivity, student demographics, and percentage of free or reduced lunch.

Any one (1) of the indicators earning a *Not Met* determination will be included in a subsequent school improvement plan, with specific steps for improvement, timeline, and re-assessment. Any *Not Met* determinations for that same indicator in subsequent years may result in the school being placed on probation, as per SEMO charter school policies.

Additionally, should the school fail to meet the targets on a majority of the indicators, the University will comply with section **160.405.8 (1)-(6)** of the charter school law which includes taking appropriate remedial action, probation, or consideration of revocation of the charter.

Furthermore, this performance contract is for five years of operation of the school. In the fifth year, Lift for Life Academy and SEMO will determine, based on SEMO policy and procedures and successful completion of this contract, if the school is prepared for renewal. At that time, a new performance contract will be created to address the next five years of the proposed, renewed charter.

The Board of Directors of Lift for Life Academy approved this contract on November 30, 2017.

In agreement:

Signature

Karl Kunkel, Ph.D.
Provost
Southeast Missouri State University

Date

Signature

Diana Rogers-Adkinson, Ph.D.
Dean, College of Education
Southeast Missouri State University

Date

Signature

Laura Brock, Ph.D.
Charter Liaison, College of Education
Southeast Missouri State University

Date

Signature

Mr. Scott Dolan, Chair
Board of Directors
Lift for Life Academy

Date

Signature

Mr. Marshall Cohen
Executive Director
Lift for Life Academy

Date