



Organizational Performance Framework Update

August 2015

**New Jersey Department of Education
Office of Charter Schools**



Session Agenda

- Office of Charter Schools' Overview
- Performance Framework Review
- Goals for Revised Organizational Framework
- Organizational Framework Revisions
 - ✓ 2012 Framework
 - ✓ Performance Areas
 - ✓ Definitions
 - ✓ Examples
 - ✓ Implementation
- Timeline & Communications
- Resources

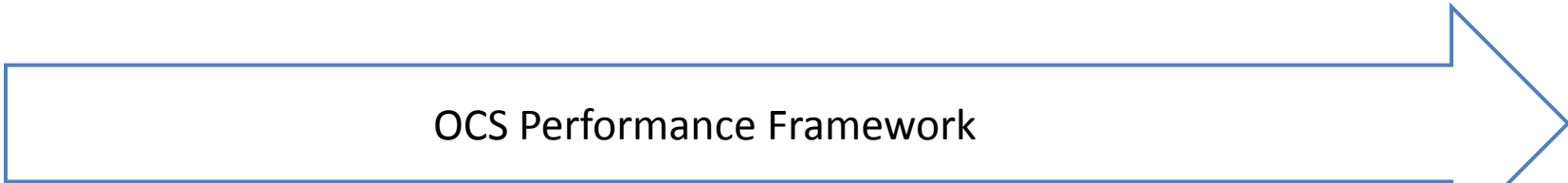
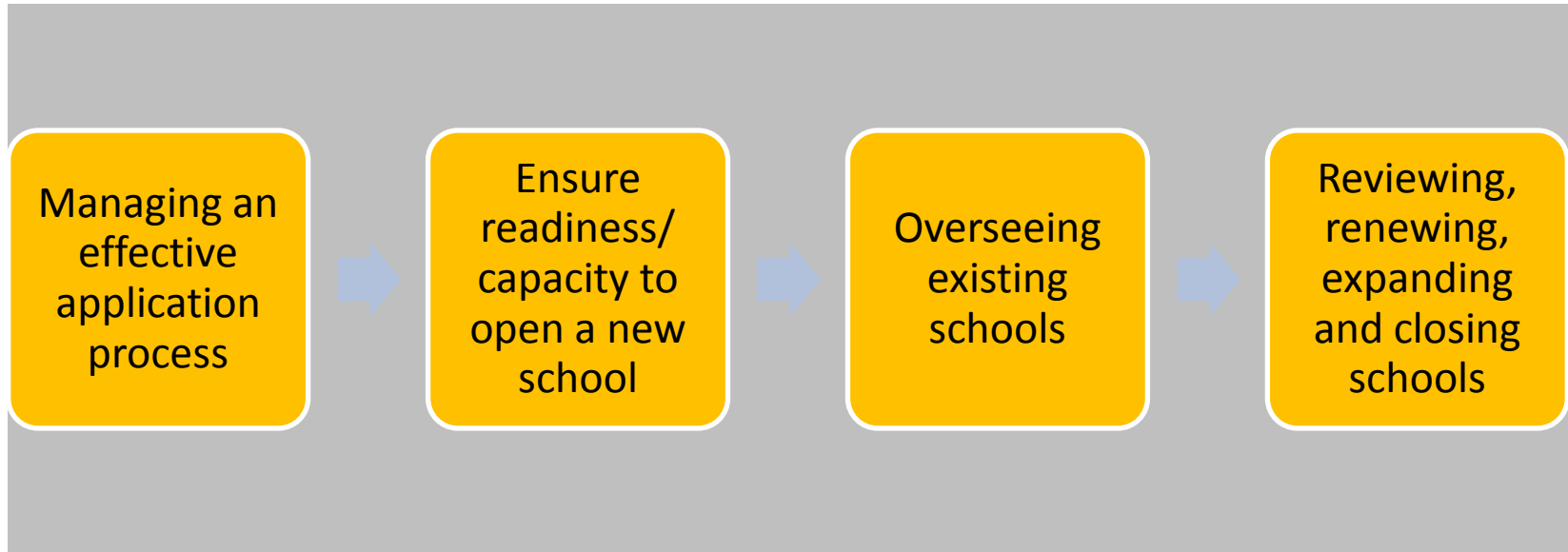
Mission

The Office of Charter Schools (OCS) provides New Jersey families with quality schools. OCS authorizes charter schools consistent with national best practice in charter school authorizing*, offering school operators autonomy and opportunities for innovation in exchange for accountability for student outcomes.

* NACSA Principles and Standards



Office of Charter Schools' Core Functions



The Performance Framework provides a consistent definition of school success, from recruitment and application through renewal, that is aligned with DOE goals for all schools.

Core Values

Focus on student outcomes:

- We use the OCS performance framework to focus everyone’s attention on student achievement; all other considerations are secondary.

High expectations:

- We are committed to ensuring that New Jersey families have access to charter schools that will “raise the bar” and “close the gap.” We are also committed to conducting our authorizing work consistent with NACSA principles and standards.

Safeguard public interests:

- We base our decisions on applicable laws and regulations with a focus on whether or not schools are spending public funds responsibly, practicing sound governance and adhering to relevant laws and charter requirements.

Transparency:

- Using rigorous and transparent processes, and the best data available, we provide stakeholders with clear, relevant and timely information about charter schools, charter school authorizing and charter school performance.

Continuous improvement:

- We expect to learn from our authorizing work and get better at it over time. We encourage input from stakeholders and reflect on our practice to identify opportunities for improvement.



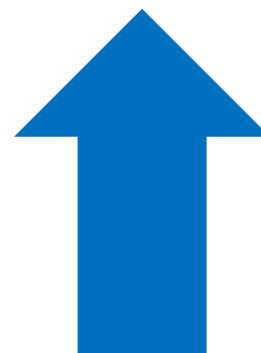
What is the Performance Framework?

- 3-part document (academic, fiscal, organizational) that sets forth expectations of performance and compliance.
- Established in the charter agreement and in current regulations.
- Basis for school evaluation, monitoring, and intervention that informs the NJDOE's high-stakes decision making.
- Academic Performance will carry the most weight in all high- stakes decision making



Autonomy

Accountability





Performance Framework Guiding Questions

Academic	Financial	Organizational
Is the school's academic program a success?	Is the school financially viable?	Is the school equitable and organizationally sound?



Organizational Framework Revision Guiding Principles

- ✓ Preserve school autonomy
- ✓ Clarify and prioritize all aspects of a school's organizational performance
- ✓ Maintain clear criteria and performance expectations while allowing for Commissioner discretion



EDUCATION PROGRAM

- Essential Terms of Charter
- Curriculum Alignment
- Data Use
- Education Requirements

EQUITY

- Admissions and Enrollment
- Students with Disabilities
- English Language Learners
- Attrition/Enrollment Stability

SCHOOL CULTURE

- Mission Alignment/High Expectations
- Family and Community Involvement

GOVERNANCE

- Governance
- Accountability of Management

FACILITIES / SAFE SCHOOL ENVIRONMENT

- Safe and Secure Facilities
- Safe and Secure School Environment

FINANCIAL MANAGEMENT / OVERSIGHT

- Reporting / Compliance
- GAAP

REPORTING AND COMPLIANCE

- Federal and State Compliance
- Other Compliance



Performance Area 1: Education Program & Capacity

- Mission / Key Design Elements
- Curriculum
- Instruction
- Assessment
- Organizational Capacity

Performance Area 2: School Culture & Climate

- School Environment
- Family & Community Engagement

Performance Area 3: Board Governance

- Capacity
- Compliance

Performance Area 4: Access & Equity

- Recruitment, Admissions, Attrition, Suspension / Expulsion
- Special Education
- English Language Learners

Performance Area 5: Compliance

- NJSMART
- EpiCenter
- Financial Management
- Other



Organizational Framework Definitions

Term	Definition
Performance Area	Broad Category of Performance
Indicator	General Category within a Performance Area
Criteria	General Means to Evaluate an Aspect of an Indicator
Metric	Method of Quantifying an Indicator based on Key Criteria
Rating	Schools receive ratings based on evaluation of the established metrics



Performance Area 1: Education Program and Capacity

Indicator	Criteria, including but not limited to:	Metric/Rating
<p>1.1 Mission & Key Design Elements The school is faithful to its mission and has implemented the key design elements included in its charter.</p>	<ul style="list-style-type: none"> Board members, administrators, teachers, students, and families demonstrate a common and consistent understanding of the school’s mission and key design elements. The school has implemented the key design elements in the approved charter. 	<p>MEETS THE STANDARD The school generally meets the criteria identified in indicator 1.1 and/or only minor issues are noted.</p> <p>PARTIALLY MEETS THE STANDARD The school presents concerns in meeting at least 1 of the criteria identified in indicator 1.1 with moderate issue(s) noted.</p> <p>DOES NOT MEET THE STANDARD The school presents concerns in meeting a majority of the criteria identified in indicator 1.1 with moderate or major issues noted.</p>



Performance Area 5: Compliance		
Indicator	Criteria, including but not limited to:	Metric/Rating
<p>5.4 Other Compliance The school materially complies with state/federal law and reporting requirements.</p>	<ul style="list-style-type: none"> • The school completes all Facilities, Safety, Security and Health Requirements in a timely manner. • The school meets all criminal background check requirements. • The school completes on time submission of Electronic Violence and Vandalism Reporting System (EVVRS) Reporting • The school completes on time and accurate NCLB Reporting. • The school meets educator evaluation, staffing and licensure requirements. • The school meets other relevant state and federal reporting and compliance requirements. 	<p>MEETS THE STANDARD The school generally meets the criteria identified in indicator 5.4 and has not received a notice of concern from the Department related to indicator 5.4.</p> <p>DOES NOT MEET THE STANDARD The school presents moderate/major concerns in meeting at least 1 of the criteria identified in indicator 5.4 and has received a notice of concern from the Department related to indicator 5.4.</p>



Implementation

- All key documents (e.g. renewal application) will align with the new organizational framework.
- All schools will receive an organizational framework report by Spring/Summer 2016.
- Depending on the level of monitoring a school receives, organizational framework reports will be limited to certain areas of performance.



August 2015

- Release Organizational Framework
- Release Renewal Application & Criteria
- Org Framework Webinar 1*
- Renewal Webinar 1 & 2*

September 2015

- Release Accountability Guide
- Release Monitoring / Site Visit Guide
- Org Framework Webinar 2*

Fall-Winter 2015-16

- Utilize Revised Organizational Framework during renewal process
- Org Framework Webinar 3*
- Presentation at NJCSA Quarterly Meeting*

Spring-Summer 2016

- Organizational Framework Reports Sent to Schools
- Presentation at NJCSA Conference*



Office of Charter Schools' Staff

Contact Name	Email
Harold Lee	harold.lee@doe.state.nj.us
Margery Wood	margery.wood@doe.state.nj.us
Katherine Czehut	katherine.czehut@doe.state.nj.us
Julie McAloon	julie.mcaloon@doe.state.nj.us
Charles Kahil	charles.kahil@doe.state.nj.us
Kathleen Ambrosio	kathleen.ambrosio@doe.state.nj.us
Karina Bielaus	karina.bielaus@doe.state.nj.us

Resources:

NJDOE, Office of Charter Schools' Website

<http://www.nj.gov/education/chartsch/>

Performance Frameworks

<http://www.nj.gov/education/chartsch/PerformanceFramework.pdf>

http://www.nj.gov/education/chartsch/accountability/OrganizationalPerformanceFramework_NJDOE_08132015.pdf

Access and Equity Guidance

<http://www.nj.gov/education/chartsch/equity/guidelines.pdf>