

**Academic Performance Indicators**

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| <p><b>1. Standard Based Assessment Results – Results of NM Standards Based Assessment</b><br/>Results on state assessments or NWEA proficiency assessments compared to Academic Goals/Projections</p>   |                                      |                                      |                                      |                                      |                                      |  |
|   | 2023-24<br>School Year               | 2024-25<br>School Year               | 2025-26<br>School Year               | 2026-27<br>School Year               | 2027-28<br>School Year               |  |
| Reading   | #1 20%<br>#2 21%<br>#3 23%<br>#4 15% | #1 25%<br>#2 26%<br>#3 28%<br>#4 20% | #1 30%<br>#2 31%<br>#3 33%<br>#4 25% | #1 35%<br>#2 36%<br>#3 38%<br>#4 30% | #1 40%<br>#2 41%<br>#3 43%<br>#4 35% |  |
| Math  | #1 12%<br>#2 12%<br>#3 12%<br>#4 17% | #1 17%<br>#2 17%<br>#3 17%<br>#4 22% | #1 22%<br>#2 22%<br>#3 22%<br>#4 27% | #1 27%<br>#2 27%<br>#3 27%<br>#4 32% | #1 32%<br>#2 32%<br>#3 32%<br>#4 37% |  |
| Science   | #2 26%<br>#3 23%<br>#4 13%           | #2 31%<br>#3 28%<br>#4 18%           | #2 36%<br>#3 33%<br>#4 23%           | #2 41%<br>#3 38%<br>#4 28%           | #2 46%<br>#3 43%<br>#4 33%           |  |
| <p>The cohort number coincides to the following grade bands: #1 = Primary (K-2), #2 = Intermediate (3-6), #3 = MS, and #4 = HS</p> <p>Assessments utilized include NM-MSSA (3-8), NM-ASR (5,8,11), NWEA (K-12), I-station (K-2), and SAT (11).</p> <p><b>Meets:</b> The proficiency percentage targets are achieved in at least 3 of the 4 grade bands by content area, or an overall average proficiency increase of 5% is achieved for that content area.</p> <p><b>Working to Meet:</b> The proficiency percentage targets are achieved in at least 2 of the 4 grade bands by content area or an overall average proficiency increase of 2.5% is achieved for that content area.</p> <p><b>Does Not Yet Meet:</b> The proficiency percentage target was met in one or fewer of the grade bands</p> <p style="text-align: center;">Cohort scores in the calculation reflect students that have attended ECRA for two or more years beginning with second graders.</p> |                                      |                                      |                                      |                                      |                                      |  |

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| <p><b>2. Short Cycle Assessment Results – Results of Short Cycle Assessment Results Compared to Academic Goals/Projections</b></p>  |   |  |  |  |  |
|   | 2023-24<br>School Year                      | 2024-25<br>School Year                   | 2025-26<br>School Year                   | 2026-27<br>School Year                   | 2027-28<br>School Year                   |
| Reading   | NWEA<br>Growth:<br>60%<br>Growth Rate<br>5% | NWEA<br>Growth: 65%<br>Growth Rate<br>5% | NWEA<br>Growth: 70%<br>Growth Rate<br>5% | NWEA<br>Growth: 75%<br>Growth Rate<br>5% | NWEA<br>Growth: 77%<br>Growth Rate<br>2% |
| Math  | NWEA<br>Growth:<br>45%<br>Growth Rate<br>4% | NWEA<br>Growth: 49%<br>Growth Rate<br>2% | NWEA<br>Growth: 51%<br>Growth Rate<br>2% | NWEA<br>Growth: 53%<br>Growth Rate<br>2% | NWEA<br>Growth: 55%<br>Growth Rate<br>2% |
| Science   | NWEA<br>Growth:<br>45%<br>Growth Rate<br>5% | NWEA<br>Growth: 50%<br>Growth Rate<br>5% | NWEA<br>Growth: 55%<br>Growth Rate<br>5% | NWEA<br>Growth: 60%<br>Growth Rate<br>5% | NWEA<br>Growth: 62%<br>Growth Rate<br>2% |
| <p>El Camino Real Academy will measure growth in assessment results for the NWEA short cycle assessments by calculating the percentage of students who achieved score growth and converting this number into a Growth Rate.</p> <p>Meets: Growth Rate matches or exceeds prediction<br/>           Working to Meet: Growth Rate is at least 50% of prediction,<br/>           Does Not Yet Meet: Growth Rate is below 50% of prediction</p> |   |  |  |  |  |
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| <p><b>3. Mission Specific Goals - Did the school meet its mission-specific indicators?</b></p>   |  |
| <p><b>Mission Specific Goal #1</b></p> <p>Students at El Camino Real Academy will demonstrate proficiency in Science, Technology, Engineering, Art, Agriculture, and Mathematics competencies through a standards-based rubric designed by teachers at the conclusion of the 4 th , 8 th , and 11 th Grades.</p> <p>Meets: 70% or more demonstrate competency<br/>         Working to Meet: 50-69% demonstrate competency<br/>         Does not meet: Less than 50% demonstrate competency</p>   |  |
| <p><b>Mission Specific Goal #2</b></p> <p>Students at El Camino Real Academy will demonstrate individual student growth in core CASEL competencies of SEL (Self-Awareness, Responsible Decision-Making, Relationship Skills, Social Awareness, and Self-Management. Growth will be measured from the beginning of the year to the end of the year on a standards-based SEL rubric.</p> <p>Meets: 70% or more demonstrate growth<br/>         Working to meet: 50-69% demonstrate growth<br/>         Does not meet: Less than 50% demonstrate growth</p> |  |

**Financial Performance, Compliance and Sustainability Indicators**

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| <ol style="list-style-type: none"> <li>1. <b>Recurrent Enrollment:</b> (average of 2<sup>nd</sup> and 3<sup>rd</sup> STARS Reports) divided by Enrollment Projection in School’s approved budget<br/> Meets Standard: 95% +<br/> Working to Meet Standard: 90%-94.9%<br/> Does Not Meet Standard: Less than 90%</li> <br/> <li>2. <b>Liquidity:</b> measures School’s ability to pay debts as they come due.<br/> Calculation= General Fund Total Expenditures, divided by General Fund assigned and Unassigned Fund Balance, to determine how many months the School’s fund balance would be able to support monthly operating expenses per most recent year-end audited financial statements.<br/> Meets Standard: 1+ month of Cash<br/> Working to Meet Standard: .5 - .99 months of Cash<br/> Does Not Meet Standard: Less than .5 months of Cash</li> <br/> <li>3. <b>Total Audit Findings:</b> Total number of audit findings from the most recent audited Financial Statements.<br/> Meets Standard: 0-2 findings<br/> Working to Meet Standard: 3-4 findings<br/> Does Not Meet Standard: 5+ findings</li> <br/> <li>4. <b>Repeat Audit Findings:</b> Number of repeat audit findings from previous years from the audited Financial Statements.<br/> Meets Standard: No repeat audit findings<br/> Working to Meet Standard: 1 repeat finding<br/> Does Not Meet Standard: 2+ repeat findings</li> <br/> <li>5. <b>Classification of Audit Finding:</b> Auditors classify audit findings, by order of severity, as compliance, significant deficiency or material weakness.<br/> Meets Standard: No significant deficiencies or material weaknesses<br/> Working to Meet Standard: 1 significant deficiency<br/> Does Not Meet Standard: 2+ significant deficiencies, or 1 material weakness</li> </ol> |  |
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**6. Financial Reporting and Compliance:** Is the School meeting financial reporting and compliance requirements?

Meets Standard: School demonstrates complete/timely compliance with applicable laws, rules and regulations relating to sound financial principles and financial reporting requirements:

- Submittal of all documentation related to the use of public funds including annual budgets, revised budgets if any, periodic financial reports as reasonably required by APS and set forth in the Charter Contract;
- Submittal of information required to conduct and complete the annual independent audit;
- Development and adherence to sound internal control policies;
- Business official certification requirements; and
- Development and adherence to purchasing protocols that comply with the NM Procurement Code, including CPO certification, and all other applicable purchasing laws.

Working to Meet Standard: The School has not implemented sound financial principles and financial reporting requirements in the manner described above; the area(s) not implemented were material; and the School has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance with law.

Does Not Meet Standard: Evidence shows that the School has not implemented sound financial principles and reporting requirements in the manner described above; the area(s) not implemented were material; and the School has not instituted remedies that have resulted in prompt and sufficient movement toward compliance with law.

**Organizational Performance Indicators - Educational Plan**

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| <p>1. <b>Mission of the School</b> - Is the school implementing the Mission of the charter and is teaching aligned to the mission?</p> <p>Meets Standard: The School demonstrates evidence of substantially implementing the Mission of the charter, as defined in the Charter Contract</p> <p>Working to Meet Standard: The School has not substantially implemented the Mission of the charter, but has instituted remedies that have resulted in compliance or prompt and sufficient movement toward implementation of the Mission</p> <p>Does Not Meet Standard: Evidence shows that the School has not implemented the Mission of the charter, and the School has not instituted remedies that have resulted in prompt and sufficient movement toward implementation of the Mission.</p>   |  |
| <p>2. <b>Education Law Compliance</b> - Is the school complying with applicable educational requirements?</p> <p>Meets Standard: Unless waived, the School demonstrates compliance with applicable laws, rules and regulations relating to education requirements:</p> <ul style="list-style-type: none"> <li>- Instructional days/hours requirements;</li> <li>- Next Step Plans;</li> <li>- Graduation requirements;</li> <li>- Promotion/retention requirements;</li> <li>- Content standard requirements;</li> <li>- Educational Plans for Student Success requirements;</li> <li>- State assessment requirements per NMSA 1978 22-2C-1 et seq. and 22-2-8.11);</li> <li>- Implementation of mandated programming as a result of state or federal funding; and</li> <li>- Parent survey requirements (NMSA 22-2C-11)</li> </ul> <p>Working to Meet Standard: The School has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance with law.</p> |  |

Does Not Meet Standard: Evidence shows that the school has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has not instituted remedies that have resulted in prompt and sufficient movement toward compliance with law.

**3. Student Rights-** Is the school protecting the rights of all students?

Meets Standard: The School demonstrates compliance with applicable laws, rules, and regulations relating to the rights of students by:

- Development and adherence to legally compliant policies related to admissions, lottery, waiting lists, fair and open recruitment, and enrollment, including rights to enroll or maintain enrollment;
- Adherence to due process protections, privacy, civil rights and student liberties requirements, including First Amendment protections and the Establishment Clause restrictions prohibiting public schools from engaging in religious instruction;
- Compliance with Equity Council requirements; and
- Development and adherence to legally compliant student discipline policies including discipline hearings, suspension and expulsion policies, and looking at discipline data by subgroups.

Working to Meet Standard: School has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance with law.

Does Not Meet Standard: Evidence shows that the school has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has not instituted remedies that have resulted in prompt and sufficient movement toward compliance with law.

**4. ELL** -Is the School protecting the rights of English Language Learner students:

Meets Standard: The school demonstrates compliance with applicable laws, rules and regulations, including but not limited to Title III of ESEA and USDOE authorities, relating to ELL requirements.

Working to Meet Standard: The school has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has instituted remedies that have

resulted in compliance or prompt and sufficient movement toward compliance with law.

Does Not Meet Standard: Evidence shows that the school has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has not instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance with law.

5. **Attendance-** Is the School complying with compulsory attendance laws?

Meets Standard: The school demonstrates compliance with applicable laws, rules and regulations relating to compulsory school attendance, including the Attendance for Success Act;

Working to Meet Standard: The school has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance with law.

Does Not Meet Standard: Evidence shows that the school has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has not instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance with law.



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| <p>1. <b>Processes and Accountability</b> – Does the school have strong processes and accountability to support Special Education students?<br/>         Meets Standard: The school demonstrates compliance with applicable laws, rules and regulations pertaining to students with special needs, including but not limited to the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act, and laws relevant to gifted children, relating to identification and referral of those suspected of having a disability or intellectual ability, and providing services for students with identified needs.<br/>         Working to Meet Standard: The school has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance with law.<br/>         Does Not Meet Standard: Evidence shows that the school has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has not instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance with law.</p> |  |
| <p>2. <b>Individualized Education Program (IEP) Compliance</b> – Is the school implementing the IEP process with fidelity and are IEP’s completed on time, measured by the total number of overdue IEPs from 40<sup>th</sup> day, 80<sup>th</sup> day, 120<sup>th</sup> day, and EOY?<br/>         Meets Standard: 8 or fewer<br/>         Working to Meet Standard: Between 9 and 24<br/>         Does Not Meet Standard: More than 24</p>  |  |
| <p>3. <b>Transition Compliance</b> – Is the school supporting students in transitions and are transitions completed on time?<br/>         Meets Standard: 8 or fewer overdue<br/>         Working to Meet Standard: Between 9 and 24 overdue<br/>         Does Not Meet Standard: More than 24 overdue</p>   |  |
| <p>4. <b>Evaluation Compliance</b> – Is the school supporting students in the evaluation process and are evaluations completed on time, measured by total number of overdue evaluations from 40<sup>th</sup> day, 80<sup>th</sup> day, 120<sup>th</sup> day, and EOY?<br/>         Meets Standard: 4 or fewer overdue<br/>         Working to Meet Standard: Between 5 and 20 overdue<br/>         Does Not Meet Standard: More than 20 overdue</p>  |  |

**Governing Council Performance Indicators**

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| <p>1. <b>Governance Requirements-</b> Is the School complying with governance requirements?</p> <p>Meets Standard: The School demonstrates compliance with applicable laws, rules and regulations relating to charter school governance through the adoption of/adherence to:</p> <ul style="list-style-type: none"> <li>- All school policies required by law;</li> <li>- The Open Meetings Act and Inspection of Public Records Act;</li> <li>- A conflicts of interest policy;</li> <li>- An anti-nepotism policy;</li> <li>- Governing body bylaws;</li> <li>- Creation of required committees of the Governing Council;</li> <li>- Governing council mandatory training requirements.</li> </ul> <p>Working to Meet Standard: The school has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance with law.</p> <p>Does Not Meet Standard: Evidence shows that the school has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has not instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance with law.</p> |  |
| <p>2. <b>Oversight of School Management -</b> Is the school holding management accountable through a systematic evaluation process that includes strategic planning/goal setting?</p> <p>Meets Standard: The School demonstrates timely compliance with applicable laws, rules and regulations relating to oversight of school management, including written evaluation of the head of school that holds the head of school accountable for performance expectations.</p> <p>Working to Meet Standard: The school has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance with law.</p> <p>Does Not Meet Standard: Evidence shows that the school has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has not yet instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance with law.</p>   |  |

**Organizational Performance Indicators - Employees**

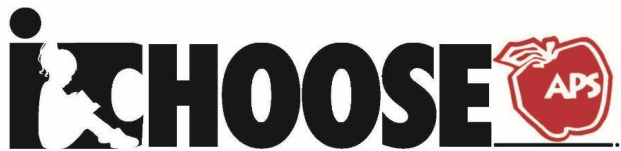
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| <p>1. <b>Licensure</b> - Is the school meeting teacher and other staff credentialing requirements?</p> <p>Meets Standard: The School demonstrates compliance with applicable laws, rules and regulations relating to state certification requirements of teachers and other staff, including Title II of the ESEA, and that the school has a licensed business manager. Credentials match the assigned work of employees or independent contractors.</p> <p>Working to Meet Standard: The school has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance with law.</p> <p>Does Not Meet Standard: Evidence shows that the school has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has not instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance with law.</p>  |  |
| <p>2. <b>Employee Rights</b> - Is the school respecting employee rights?</p> <p>Meets Standard: The school demonstrates compliance with applicable laws, rules and regulations relating to employment, including:</p> <ul style="list-style-type: none"> <li>- School Personnel Act;</li> <li>- Charter Schools Act;</li> <li>- Family Medical Leave Act (if applicable);</li> <li>- Americans With Disabilities Act; and</li> </ul> <p>The school develops and adheres to policies that demonstrate that the school:</p> <ul style="list-style-type: none"> <li>- Does not interfere in employees’ rights to organize collectively;</li> <li>- Provides professional development and timely teacher evaluations;</li> <li>- Develops and adheres to legally compliant personnel policies and an employee handbook that outline disciplinary and grievance procedures.</li> </ul> <p>Working to Meet Standard: The school has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance with law.</p> <p>Does Not Meet Standard: Evidence shows that the school has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has not instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance with law.</p> |  |

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| <p><b>3. Background Checks</b> - Is the school completing required background checks?</p> <p>Meets Standard: The school demonstrates compliance with applicable laws, rules and regulations relating to background checks of all individuals associated with the school, including staff and members of the community, when required.</p> <p>points</p> <p>Working to Meet Standard: The school has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance with law.</p> <p>Does Not Meet Standard: Evidence shows that the school has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has not instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance with law.</p>  |  |
| <p><b>4. Professional Development Plan</b> – Does the school have a professional development plan and is it being implemented with the focus on improving student achievement?</p> <p>Meets Standard: The school has a professional development plan that is being implemented with the focus on improving student achievement.</p> <p>Working to Meet Standard: The school has a professional development plan, but has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance.</p> <p>Does Not Meet Standard: Evidence shows that the school does not have a professional development plan and has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has not instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance.</p> |  |
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**Organizational Performance Indicators - School Environment**

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| <p><b>1. Facilities</b> - Is the school complying with facilities requirements?</p> <p>Meets Standard: The School demonstrates compliance with applicable laws, rules, and regulations relating to the school’s facilities. The school has provided evidence of the following:</p> <ul style="list-style-type: none"> <li>- Certificate of occupancy or other building use authorization;</li> <li>- Compliance with the facility condition rating requirements of NMSA 22-8B-4.2 as it applies to the school;</li> <li>- Approved 5-year facilities master plan or inclusion in APS FMP;</li> <li>- Fire inspections and related records.</li> </ul> <p>Working to Meet Standard: The school has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance with law.</p> <p>Does Not Meet Standard: Evidence shows that the school has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has not instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance with law.</p> |  |
| <p><b>2. Safe Schools Plan</b> - Is the school complying with health and safety requirements?</p> <p>Meets Standard: The school demonstrates compliance with applicable laws, rules and regulations relating to safety, including the provisions of providing health-related services, if such services are provided. The school has provided evidence of:</p> <ul style="list-style-type: none"> <li>- Approved Safe Schools Plan;</li> <li>- Completion of School Health Rules Checklists (if applicable);</li> <li>- Providing appropriate health services and dispensing of pharmaceuticals (if applicable).</li> </ul> <p>Working to Meet Standard: The school has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance with law.</p> <p>Does Not Meet Standard: Evidence shows that the school has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has not instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance with law.</p>                           |  |

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| <p>3. <b>Transparency</b> – Does the school post information such as policies/sunshine portal on their website?</p> <p>Meets Standard: The school demonstrates compliance with applicable laws, rules and regulations relating to security of information. The School has provided evidence of the following, showing that the School:</p> <ul style="list-style-type: none"> <li>- Maintains required information in the STARS data system;</li> <li>- Collects and protects student information in accordance with applicable laws;</li> <li>- Maintains the security of and provides access to student records in accordance with FERPA and other applicable authority;</li> <li>- All records are safe from fire and theft and are stored in a retrievable manner;</li> <li>- All student records are retained and disposed of pursuant to state requirements;</li> <li>- Properly and securely maintains testing materials.</li> </ul> <p>Working to Meet Standard: The school has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance with law.</p> <p>Does Not Meet Standard: Evidence shows that the school has not implemented the program in the manner described above; the program area(s) not implemented were material; and the school has not instituted remedies that have resulted in compliance or prompt and sufficient movement toward compliance with law.</p> |  |
| <p>4. <b>Education Technology Plan</b> – Does the school have an education technology plan?</p> <p>Meets Standard: School provides evidence of an educational technology plan.</p> <p>Working to Meet Standard: School does not have an educational technology plan but is working to develop and implement one.</p> <p>Does Not Meet Standard: School does not have an educational technology plan and is not working to develop and implement one.</p>  |  |



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The Albuquerque Public Schools Board of Education, as Authorizer, and El Camino Real Academy's Governing Council, as School, agree to the terms and conditions specified in this Performance Framework.

ALBUQUERQUE PUBLIC SCHOOLS BOARD OF EDUCATION

By \_\_\_\_\_

Its \_\_\_\_\_

Date: \_\_\_\_\_

EL CAMINO REAL ACADEMY

By \_\_\_\_\_

Its \_\_\_\_\_

Date: \_\_\_\_\_