



# **Nevada State Public Charter School Authority**

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## SPCSA Organizational Performance Framework

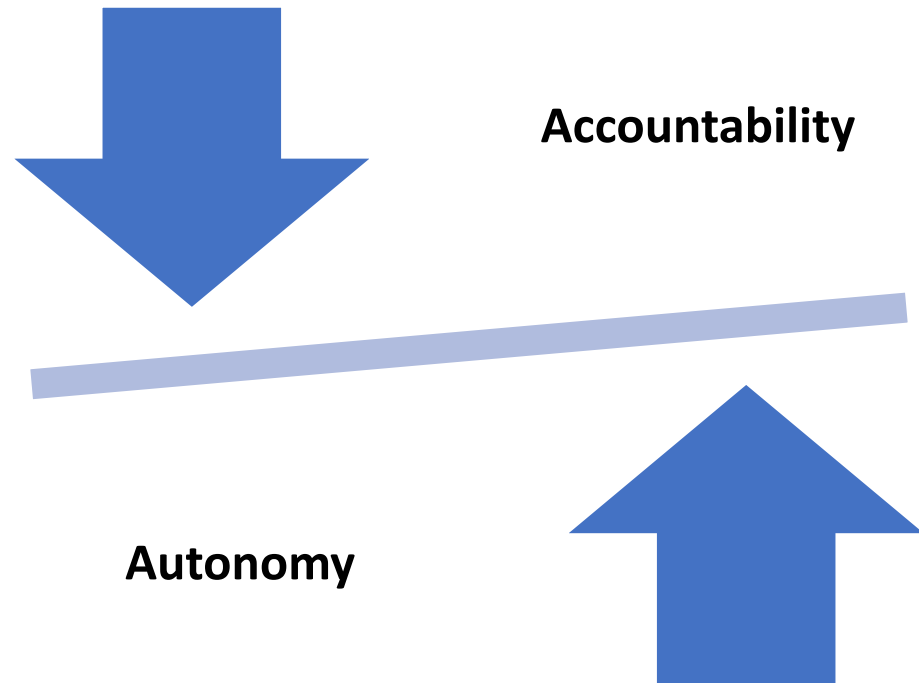
June 28, 2019

# Objectives of SPCSA OPF

- 1 Enable SPCSA to fulfill its **mission** as authorizer and regulator
- 2 Fulfill **NRS 388A.273 requirements** for performance indicators, measures and metrics for the **organization** category
- 3 Fulfill public school **obligations**, provide **transparent reporting**
- 4 Convey SPCSA **expectations** of charter schools
- 5 **Streamline work** for staff and schools

# What is a Performance Framework?

- Document that sets forth agreed upon expectations of performance and compliance
- Established in the charter agreement
- Basis for school evaluations, monitoring, and intervention that informs high-stakes decisions by an authorizer



# What is a Performance Framework?

## Academic

- Is the educational program a success?

## Financial

- Is the school financially viable?

## Organizational

- Is the organization effective and well run?

# OPF Principles

- 1 Define organizational benchmarks
- 2 Treat schools the same
- 3 Enable school flexibility and autonomy
- 4 Protect public interest
- 5 Ensure schools respect rights of students, staff, families, and public

# OPF Balancing Autonomy and Accountability

- 1 **Authorizers generally focus on ends, schools choose means**
- 2 OPF focuses on race route vs finish line
- 3 OPF abuts school autonomy because it focuses on operations
- 4 OPF **limited** to processes mandated by law, rules, regulations, contract

# Organizational Framework: Areas of Focus

	Category/Indicator	How is this evaluated by the Authorizer?
1	Education Program	<i>Adherence to the material terms of its proposed program</i>
2	Financial Management and Oversight	<i>Audit results and audit findings</i>
3	Governance and Reporting	<i>Board compliance with governance-related laws</i>
4	Students and Employees	<i>Adherence to state and federal laws and regulations</i>
5	School Environment	<i>Compliance with facility, transportation, food and health service requirements</i>

# Overlay of **OLD** Legal Compliance Questionnaire with Organizational Framework Principles

Compliance Section	Proposed Reviewer/Auditor	Organizational Framework
Personnel	<p><b>OLD:</b>            Certified Public Accountants  <i>were</i> tasked with reviewing            and approving compliance in            each of these sections</p>	<i>Students and Employees</i>
Required Filings		<i>Financial Management</i>
Special Education		<i>Education Program</i>
Services to English Language Learners		<i>Education Program</i>
Governance		<i>Governance and Reporting</i>
EMO Oversight		<i>Governance and Reporting</i>
Financial Management		<i>Financial Management</i>
Pupils and Employees		<i>Students and Employees</i>
Open Meeting Law		<i>Governance and Reporting</i>
Insurance Requirements		<i>School Environment</i>
Tuition		<i>Students and Employees</i>
Records Management		<i>Students and Employees</i>



# OPF Development Plan

Action Item	Stakeholders	Anticipated Timeline
Complete review of <b>old</b> LCQ	SPCSA Staff	December – January 2019
Develop OPF based on best practices and local input	SPCSA Staff	December – April 2019
Determine essential indicators and compliance items	SPCSA Staff	January – May 2019
Update Authority on progress	SPCSA Staff and Authority	February 2019
Engage with charter community, key stakeholders	SPCSA Staff and External Stakeholders incl' school leaders, auditors, public safety	February – May 2019
* Present to board	SPCSA Staff and Authority	June 2019

# OPF Development Implementation

	Session Type	Date Held
1	Listening Sessions (Old LCQ, OPF) 2019; OPF Working Group meetings; Calls with auditors, public safety, school leaders	2018:11/1; 2019: 2/1, 2/4, 2/7; 2019: 3/5, 4/2, 4/30, 5/14; Assorted dates w/ calls and emails.
2	Board Meeting update	May 31, 2019
3	Multiple calls for comments	2018 through June 20, 2019
4	Board Meeting presentation for possible action	June 28, 2019

# Ratings

- **Meets Standard Rating**

- Schools earning this rating are performing well and are on track for charter renewal
- The targets for this rating category set the minimum expectations for charter school performance

- **Does Not Meet Standards**

- Schools in this rating category failed to meet minimum expectations
- At a minimum, they should be subject to closer monitoring, and their status for renewal is in question

# Scoring: Categories and Possible Points

	<b>Category</b>	<b>Points Possible</b>
1	Education Program	20
2	Financial Management and Oversight	20
3	Governance and Reporting	20
4	Students and Employees	20
5	School Environment	20
	<b>Total</b>	<b>100</b>

# Scoring: How Points are Awarded (Example)

## Ratings Breakdown (EXAMPLE)(Meets Standards $\geq$ 80%)

	<b>Category</b>	<b>Points Possible</b>	<b>Points Earned</b>	<b>% Earned</b>
1	Education Program	20	20	100%
2	Financial Management and Oversight	20	18	90%
3	Governance and Reporting	20	15	75%
4	Students and Employees	20	20	100%
5	School Environment	20	20	100%
	<b>Total</b>	<b>100</b>	<b>93</b>	<b>93%</b>

# Scoring: How Points are Awarded (Excerpt)

## Indicator 2: Financial Management and Oversight (20 pts)

	Rating		
<i>(MS = Meets Standards ; DNMS = Does Not Meet Standards)</i>	MS	DNMS	Notes
<b>Measure 2a (0 to 6.7 pts)</b>			
Is the school meeting financial reporting and compliance requirements?			
<b>Measure 2b (0 to 6.7 pts)</b>			
Is the school following Generally Accepted Accounting Principles (GAAP)?			
<b>Measure 2c (0 to 6.7 pts)</b>			
Is the school using the chart of accounts prescribed by the Department?			

## Indicator 2 Financial Management and Oversight

**Measure 2a (6.7 pts) Is the school meeting financial reporting and compliance requirements?**

1. The charter school complies with generally accepted standards of fiscal management (NRS 388A.330).

## Indicator 2 Financial Management and Oversight

**Measure 2a (6.7 pts) Is the school meeting financial reporting and compliance requirements?**

2. The governing body received the final version of the prior year audit not less than four months of the close of the fiscal year (NAC 387.775).



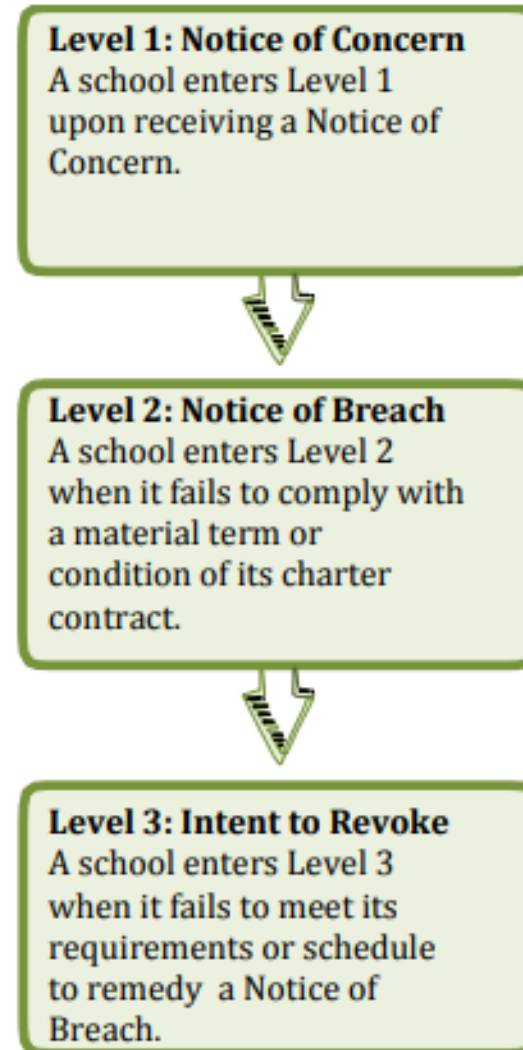
# Compliance Review process

School & School Board	SPCSA
<ul style="list-style-type: none"><li>❑ Verify compliance throughout school year.</li><li>❑ Board certifies compliance at end of school year.</li></ul>	<ul style="list-style-type: none"><li>❑ Monitors compliance throughout year.</li><li>❑ Verifies by document reviews, meetings, calls, site evaluations.</li><li>❑ Receives/reaffirms compliance, end of year.</li></ul>

# Intervention Ladder

“Occasionally, the routine Performance Framework process will result in adverse findings. Charter schools may fall **out of compliance on important legal or contractual requirements**. Academic standards may not be met. Financial sustainability may become an issue. When these situations occur, the Authority may need to intervene.” *Pg 6, Charter School Performance*

*Framework*



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# Special thanks for contributions to the OPF

1	Nevada Charter School leaders	11	Deniece Nohara
2	Nevada Association of CPAs	12	Kristy Sedlacek
3	Nevada CPAs	13	Kim Ballou
4	Melissa Mackedon	14	Colin Bringhurst
5	John Hawk	15	Beth Kohn-Cole, CPA
6	Tambre Tondryk	16	Anna Durst, NevadaCPA .org
7	Ryan Reeves		
8	Colin Bringhurst		
9	Nevada Department of Public Safety		
10	Pat Hickey		



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