**Performance Improvement Plan: Template for Charter Renewal, Fall 2020**

Instructions: Charter schools in the low renewal tier must complete a Performance Improvement Plan (PIP) for each growth area as described below. Schools in the middle tier or schools that qualify for the Dashboard Alternative School Status (DASS) program may choose to complete a PIP as well. Improvement plan responses for performance indicators should be anchored in the [OUSD School Quality Review (SQR) rubric](https://www.ousdcharters.net/renewing-charter-schools.html) where appropriate. Baseline should be based on 2019 Dashboard results for performance indicators.

Growth Areas:

**Performance/State Dashboard:** Address all Red and Orange State Dashboard indicators (including school-wide and individual student group indicators) from either of the most recent two years of State Dashboard data.

**Operations**: Identify and address all necessary areas for growth:

* Finances
* Enrollment and/or ADA
* Demographics of student population
* Board health and effectiveness

**PIP Template**

*Please complete the below table for each indicator/growth area, following the sample on the next page.*

|  |  |
| --- | --- |
| **Category (*Performance* or *Operations*)** |  |
| **Specific Growth Area** |  |
| **Baseline** |  |
| **Year 1 goal (Spring 2022)** |  |
| **Year 4 goal (Spring 2025)** |  |
| **Year 1 improvement plan** |  |
| **Years 2-4 improvement plan** |  |

**PIP: *English Learner ELA Proficiency***

|  |  |
| --- | --- |
| **Category**  *(Performance or Operations)* | *Performance* |
| **Specific Growth Area** | *English Learner ELA proficiency* |
| **Baseline**  *(from 2019 State Dashboard)* | *Distance From Standard (DFS) Status:*  *85.4 points below standard*  *(Orange)* |
| **Year 1 goal (Spring 2022)** | *DFS Status: 75.0 points below standard* |
| **Year 4 goal (Spring 2025)** | *DFS Status: 55.0 points below standard* |
| **Year 1 improvement plan** | *Narrative response detailing steps to achieve year 1 goal, for example:*   * *Increase family participation in student learning by holding monthly EL family literacy events (SQR domain 2B.4 Families Engaged in Student Learning)* |
| **Years 2-4 improvement plan** | *Narrative response detailing steps to achieve year 4 goal, for example:*   * *Develop professional development program, in collaboration with XX organization, for all teachers focused on the needs of EL students (SQR domain 3B.1 Professional Development)* |