

**Exhibit A-3**

**Advanced Learning Academy (015907026): Final Performance Contract Metrics**

- Subject to TEA’s final A-F accountability rules (in accordance with Texas Education Code Chapter 39)
- In accordance with 19 TAC §1075

**I. Academic Excellence.** Objective: Academic performance will meet or exceed local and state standards.

**Performance Measure 1: Campus Overall Rating**

School Year	2018-19	2019-20	2020-21	2021-22	2022-23
<b>Overall Rating</b>	Met Standard (B or Higher)	Met Standard (B or Higher)	Met Standard (B or Higher)	Met Standard (B or Higher)	Met Standard (A)

**Performance Measure 2: Student Achievement Domain**

School Year	2018-19	2019-20	2020-21	2021-22	2022-23	
<b>Domain Rating</b>	Met Standard (B)	Met Standard (B)	Met Standard (B)	Met Standard (A)	Met Standard (A)	
<b>STAAR/EOC Performance</b>	53%	56%	59%	62%	65%	
<b>Graduation Rate</b>					98%	
<b>Annual Dropout Rate</b>	<5%	<3%	<2%	<1%	<1%	
<b>CCMR</b>			65%	70%	75%	80%
<b>AP/Dual Credit 9+ Hours</b>			50%	55%	60%	65%
<b>TSI/SAT/ACT ELA CR</b>			65%	70%	75%	80%
<b>TSI/SAT/ACT Math CR</b>			55%	60%	70%	80%
<b>AP 3+ (At Least 1 Exam)</b>			35%	38%	41%	43%

### Performance Measure 3: Closing the Gap Domain

School Year	2018-19	2019-20	2020-21	2021-22	2022-23
<b>Domain Rating</b>	Met Standard (B)	Met Standard (B)	Met Standard (B)	Met Standard (B)	Met Standard (B)
<b>Academic Achievement (Indicators Met)</b>	64%	71%	78%	85%	92%
<b>Academic Growth (Indicators Met)</b>	53%	61%	69%	76%	84%
<b>Student Success (Indicators Met)</b>	100%	100%	100%	100%	100%
<b>School Quality (Indicators Met)</b>		100%	100%	100%	100%
<b>English Language Proficiency</b>	Met	Met	Met	Met	Met

### Performance Measure 4: Deeper Learning

In addition to annually demonstrating growth and performance on state assessments, CAST Med students will develop across four *Deeper Learning competencies* that will be assessed through campus-based assessments.

Competency	Metric
<i>Master core content</i>	All students will create, maintain and refine digital portfolios by the end of their sophomore year, adding college essays and resumes by the end of their junior year, and pathway-specific curated pieces by the end of their senior year.
<i>Work collaboratively</i>	All students will use tools and opportunities that enable them to communicate clearly, effectively, and persuasively across all grades and subjects, as measured by campus-based records showing that students have an opportunity to exhibit and/or present to an external audience at least once per semester, and have completed at least two formal presentations on issues of local relevance by the conclusion of their senior year.  All students will participate in at least one student-led conference annually.
<i>Learn how to learn</i>	Teachers will facilitate learning experiences that enable all students to become self-directed learners who set their own goals, track their progress, reflect on their strengths and areas for improvement, and turn setbacks into opportunities for growth, as measured by all students participating in a minimum of four (4) project-based learning activities per year, with at least two (2) being cross-curricular.

<p><i>Develop strong and supportive adult relationships:</i></p>	<p>All students will demonstrate annual growth in terms of strengthening and broadening adult, non-familial, and supportive relationships, as measured by a student survey linked to an action plan. Students will show improvement on social-emotional learning, as demonstrated by an annual assessment.</p> <p>All underclassmen (freshmen and sophomores) will participate in mentoring experiences at least twice per semester, and all upperclassmen (juniors and seniors) will participate in internships that will culminate in 120 hours by the conclusion of their senior year, as measured by an internal tracking system.</p>
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## II. Organizational Strength

Objective	Metric
<p>School leadership will further the school mission, program, and goals and will act strategically to ensure adequacy, alignment, and coherence of actions.</p>	<p>Teacher satisfaction rate that meets or exceeds the district average on the district-wide teacher survey (to be developed by the end of the 2019-20 school year).</p>
<p>Provide quality educational programs that enable all students to achieve academically and socially.</p>	<p>Average daily student attendance rate of at least <b>96%</b>.</p> <p>Attrition rate of less than <b>25%</b> in 2018-19, less than <b>15%</b> in 2019-20, and less than <b>10%</b> the following years.</p>
<p>Meaningfully engage families to establish and maintain positive relationships between school and home.</p>	<p>Parents will show a high degree of confidence in the school model, as measured by a parent satisfaction rate that meets or exceeds the district average on the district-wide parent survey (to be developed by the end of the 2019-20 school year).</p>

## III. Financial Health

Objective	Metric
<p><i>CAST Network will be a well-run organization capable of achieving long-term success.</i></p>	<p>School will operate core educational programs sustainably on dependable public funds and will maintain a balanced budget and stable cash flow.</p> <p>As required by 19 TAC 97.1075(d)(3), the CAST Network will annually receive an unqualified audit opinion.</p>