

## EXHIBIT A-1

### Bowden Academy (015907147): 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 (C or higher)	Met Standard (C or higher)	Met Standard (B or higher)	Met Standard (B or higher)	Met Standard (B or higher)

#### Performance Measure 2: Progress Domain

School Year	2018-19	2019-20	2020-21	2021-22	2022-23
<b>Domain Rating</b>	Met Standard (C or higher)	Met Standard (B or higher)	Met Standard (B or higher)	Met Standard (B or higher)	Met Standard (B or higher)
<b>STAAR/EOC Performance (%)</b>	35	38	41	44	47
<b>STAAR/EOC Growth (%)</b>	74	75	77	79	81

#### 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 (C or higher)	Met Standard (C or higher)	Met Standard (C or higher)	Met Standard (B or higher)	Met Standard (B or higher)
<b>Academic Achievement (% Indicators Met)</b>	30	38	46	69	76
<b>Academic Growth (% Indicators Met)</b>	92	92	92	92	92
<b>Student Success (% Indicators Met)</b>	25	37	50	87	87
<b>English Language Proficiency</b>	Met	Met	Met	Met	Met

## II. Organizational Strength

Objective	Metric
School leadership will further the school mission, program, and goals and will act strategically to ensure adequacy, alignment, and coherence of actions.	<p>Fulfill the education plan and programs outlined in the campus charter, in accordance with Tex. Educ. Code Sec. 12.059(1). If there is any conflict between the charter and the Management Agreement, the Management Agreement shall govern.</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>
Provide quality educational programs that enable all students to achieve academically and socially.	<p>Average daily student attendance rate of at least <b>96%</b>.</p> <p>Attrition rate of less than <b>15%</b> in 2018-19 and 2019-20, and less than <b>10%</b> the following years.</p>
Meaningfully engage families to establish and maintain positive relationships between school and home.	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).

### III. Financial Health

Objective	Metric
School Innovation Collaborative will be a well-run organization capable of achieving long-term success.	<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), School Innovation Collaborative will annually receive an unqualified audit opinion.</p>