

Exhibit A-1

CAST Tech High School (015907027): 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

Academic Excellence

Objective: *CAST TECH High School students’ academic performance will meet or exceed local and state standards.*

- **By 2019-20, CAST Tech High School will receive a State Accountability Rating of Met Standard with a Letter Grade of B or Higher. By 2022-23, CAST Tech High School will receive a State Accountability Rating of Met Standard with a Letter Grade of A.**
- **CAST Tech High School teachers will focus their practice on four *Deeper Learning competencies* that ensure students develop an understanding of academic content and the skills to apply their knowledge to problems in and out of the classroom.**

Performance Measure 1: Campus Overall Rating

School Year	2018-19	2019-20	2020-21	2021-22	2022-23
Overall Rating	Met Standard (Grade C or Higher)	Met Standard (Grade B or Higher)	Met Standard (Grade B or Higher)	Met Standard (Grade B or Higher)	Met Standard (Grade A)

Performance Measure 2: Student Achievement Domain

School Year	2018-19	2019-20	2020-21	2021-22	2022-23
Domain Rating	Met Standard (Grade C or Higher)	Met Standard (Grade B or Higher)	Met Standard (Grade B or Higher)	Met Standard (Grade B or Higher)	Met Standard (Grade A)
STAAR/EOC Performance- All Tests (%Approaches + %Meets + %Masters)/3	45	53	55	59	65
Annual Enrollment Attrition	25%	15%	10%	10%	10%
Graduation Rate	NA	NA	NA	95%	>98%
Advanced Courses/Dual Credit 9+ Hours	NA	NA	NA	75%	85%
TSI/SAT/ACT ELA CR	NA	50%	60%	70%	80%
TSI/SAT/ACT Math CR	NA	40%	50%	60%	70%
AP 3+ (At Least 1 Exam)	NA	NA	NA	25%	35%
College, Career, and Military Ready (CCMR)	NA	NA	NA	95%	>98%

Performance Measure 3: Closing the Gap Domain

School Year	2018-19	2019-20	2020-21	2021-22	2022-23
Domain Rating	Met Standard (Grade C or Higher)	Met Standard (Grade C or Higher)	Met Standard (Grade B or Higher)	Met Standard (Grade B or Higher)	Met Standard (Grade B or Higher)
Academic Achievement (Percent of Evaluated Indicators Met)	50	60	60	70	80
Academic Growth (Percent of Evaluated Indicators Met)	20	40	40	60	60
Federal 4-Year Graduation Rate (Average % based on all relevant student groups)	NA	NA	NA	NA	90%
Annual Dropout Rate (Average % based on all relevant student groups)	<5%	<5%	<5%	<5%	<5%
College, Career, and Military Ready (Average % based on all relevant student groups)	NA	NA	NA	85%	90%

Performance Measure 4: Deeper Learning

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

- *Master core content:*
 - 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.
- *Work collaboratively:*
 - 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.
- *Learn how to learn:*
 - Teachers will facilitate learning experiences that enable student agency. Self-directed learners will 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.
- *Develop strong and supportive adult relationships:*
 - 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.
 - 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.
 - Students will demonstrate improved social-emotional learning, as measured on an annual assessment.

Organizational Strength

Objective: *Leadership at CAST Tech HS will further the school mission, program, and goals and will act strategically to ensure adequacy, alignment, and coherence of actions.*

- **CAST Tech High School will have a teacher satisfaction rate that meets or exceeds the district average on the district-wide teacher survey (to be developed by the end of the 2018-19 school year).**

Objective: *CAST Tech High School will provide quality educational programs that enable all students to achieve academically and socially.*

- **Each year, CAST Tech High School will have an average daily student attendance rate of at least 96%.**

Objective: *CAST Tech High School will meaningfully engage families to establish and maintain positive relationships between school and home.*

- **CAST Tech High School parents will show a high degree of confidence in the CAST promise, 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 2018-19 school year).**

Financial Health

CAST Network will have their financial statements audited by a licensed independent CPA firm, and submit the resulting audited annual financial report to the District within 150 days after the close of CAST Network's fiscal year. The first audit will commence after the inaugural fiscal year following the opening of the school(s).

As required by 19 TAC 97.1075(d)(3), CAST Network will annually receive an unqualified audit opinion. If CAST Network receives a qualified audit opinion, the District or CAST Network may terminate the Agreement if CAST Network fails to remedy any material underlying basis for the qualified audit opinion including, but not limited to, material errors within the Financial Audit within the applicable cure period (60 working days) described in the Agreement.

Objective: *CAST Network will be a well-run organization capable of achieving long-term success.*

- **The CAST Network and CAST Tech High School will operate core educational programs sustainably on dependable public funds and will maintain a balanced budget and stable cash flow. As required in 19 TAC 97.1075(d)(3), the CAST Network will annually receive an unqualified audit opinion.**