

## ADDENDUM D

### Texans Can Academies at Highlands (015907030): Tentative Performance Contract Metrics

This Addendum D - Agreement Regarding Student Discipline ("Addendum D") is a part of and incorporated into the In-District Charter School Management Agreement by and between the San Antonio Independent School District ("SAISD") and Texans Can Academies (individually, "Party" and collectively "Parties") with an effective date of October 15, 2018. All capitalized terms not otherwise defined herein shall have the same meanings as such term in the Contract.

- **Subject to TEA’s final A-F accountability rules for alternative education campuses (in accordance with Texas Education Code Chapter 39)**
  
- **Performance Contract metrics will be finalized in Fall 2018 per district and TEA in-district charter school accountability guidelines**

#### **Academic Excellence**

Objective: *Texans Can Academies students’ academic performance will meet or exceed local and state standards.*

- By 2021, Texans Can Academies at Highlands will receive a State Accountability Rating of Met Alternative Standard with a Letter Grade of C or Higher.

#### **Performance Measure 1: Campus Overall Rating**

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

**Performance Measure 2: Student Achievement Domain**

School Year	2018-19	2019-20	2020-21	2021-22	2022-23
Domain Rating	Met Alternative Standard	Met Alternative Standard	Met Alternative Standard (Grade C or Higher)	Met Alternative Standard (Grade C or Higher)	Met Alternative Standard (Grade C or Higher)
STAAR/EO C Performance- All Tests (% Approaches + % Meets + % Masters)/3	14	16	18 (Letter Grade C or Higher)	20 (Letter Grade C or Higher)	22 (Letter Grade C or Higher)
Annual Dropout Rate	30%	28%	25%	23%	20%
Graduates, Continuers, or GED Rate	65%	68%	71%	74%	80%
Annual RHSP/DAP Grad Rate (above min)	25%	30%	35%	40%	50%
TSI ELA CR	10%	13%	16%	20%	25%
TSI Math CR	10%	13%	16%	20%	25%
College, Career, and Military Ready (CCMR)	25%	30%	35%	40%	50%

**Performance Measure 3: Closing the Gap Domain**

School Year	2018-19	2019-20	2020-21	2021-22	2022-23
Domain Rating	Met Alternative Standard	Met Alternative Standard	Met Alternative Standard (Grade C or Higher)	Met Alternative Standard (Grade C or Higher)	Met Alternative Standard (Grade C or Higher)
Academic Achievement (Average % Meets based on all relevant student groups)	5%	7%	9%	10%	15%
Federal 4-Year Graduation Rate (Average % based on all relevant student groups)	25%	27%	30%	33%	35%
Annual Dropout Rate (Average % based on all relevant student groups)	30%	28%	25%	23%	20%

College, Career, and Military Ready (Average % based on all relevant student groups)	25%	30%	35%	40%	50%
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### **Organizational Strength**

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

- Texans Can Academies will have a teacher satisfaction rate that meets or exceeds district average.

Objective: *Texans Can Academies will provide quality educational programs that enable all students to achieve academically and socially.*

- Each year, Texans Can Academies will have an average daily student attendance rate of at least 85%.

Objective: *Texans Can Academies will meaningfully engage families to establish and maintain positive relationships between school and home.*

- Texans Can Academies will have a parent satisfaction rate that at minimum mirrors the district average.

### **Financial Health**

Texans Can Academies will prepare annual financial statements for the schools, 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 Texans Can Academies' fiscal year. The first audit will commence after completion of the inaugural fiscal year following the opening of the schools.

As required by 19 TAC § 97.1075(d)(3), Texans Can Academies will annually receive an unqualified audit opinion. If Texans Can Academies receives a qualified audit opinion, the District or Texans Can Academies may terminate the Agreement if Texans Can Academies fails

to remedy any material underlying basis for the qualified opinion including, but not limited to, material errors within the Financial Audit, within the applicable cure period (60 District working days) described in the Agreement.

- Objective: *Texans Can Academies will be well-run organizations capable of achieving long-term success.* Texans Can Academies at Highlands will operate core educational programs sustainably on dependable public funds and will maintain a balanced budget and stable cash flow. As required by 19 TAC §97.1075(d)(3), Texans Can Academies at Highlands will annually receive an unqualified audit opinion.