

**Poe STEM Dual Language Middle School – In-District Charter Performance Contract**

This performance contract is subject to Texas Education Code Chapter 39 (regarding state accountability), 19 TAC §1075 (regarding partnership performance contracts), SAISD Board Policy EL(LOCAL), and the Partnership Agreement.

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

Performance Measure 1 (Campus Overall Rating) is the most important metric in the Academic Excellence section for assessing the academic success of all in-district charter schools. The other performance metrics in this section serve as guideposts to enable the school to achieve its overall rating. A school will be considered as having met the Academic Excellence measure if they meet the overall rating in Performance Measure 1.

**Performance Measure 1: Campus Overall Rating**

School Year	2020-21 (Baseline)	2021-22	2022-23	2023-24	2024-25	2025-26
Overall Rating	N/A	C	C	C	B	B

**Performance Measure 2: Student Achievement Domain**

School Year	2020-21 (Baseline)	2021-22	2022-23	2023-24	2024-25	2025-26
Domain Rating	N/A	C	C	C	C	C
STAAR/EOC Performance	N/A	38%	39%	40%	42%	44%

**Performance Measure 3: Progress Domain**

School Year	2020-21 (Baseline)	2021-22	2022-23	2023-24	2024-25	2025-26
Domain Rating	N/A	B	B	B	B	B
STAAR/EOC Growth	N/A	62%	63%	64%	65%	66%
STAAR/EOC Relative Performance	N/A	38%	39%	40%	42%	44%

## Performance Measure 4: Closing the Gap Domain

School Year	2020-21 (Baseline)	2021-22	2022-23	2023-24	2024-25	2025-26
Domain Rating	N/A	C	C	C	C	C
Academic Achievement (% Indicators Met)	N/A	14%	14%	14%	29%	36%
Academic Growth (% Indicators Met)	N/A	36%	36%	43%	43%	50%
Student Success (% Indicators Met)	N/A	25%	25%	38%	38%	50%
English Language Proficiency	N/A	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.	<ul style="list-style-type: none"> <li>Fulfill the education plan and programs outlined in the campus charter, in accordance with Tex. Educ. Code Sec. 12.059(1).</li> <li>Overall score on the district-wide teacher survey that meets or exceeds the district average.</li> </ul>										
Provide quality educational programs that enable all students to achieve academically and socially.	<ul style="list-style-type: none"> <li>Average daily student attendance rate of at least 90%.</li> <li>Student attrition rate as follows <table border="1" data-bbox="760 1272 1073 1461"> <tbody> <tr> <td>2021-22</td> <td>15%</td> </tr> <tr> <td>2022-23</td> <td>15%</td> </tr> <tr> <td>2023-24</td> <td>10%</td> </tr> <tr> <td>2024-25</td> <td>10%</td> </tr> <tr> <td>2025-26</td> <td>10%</td> </tr> </tbody> </table> </li> </ul>	2021-22	15%	2022-23	15%	2023-24	10%	2024-25	10%	2025-26	10%
2021-22	15%										
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2023-24	10%										
2024-25	10%										
2025-26	10%										
Meaningfully engage families to establish and maintain positive relationships between school and home.	<ul style="list-style-type: none"> <li>Overall score on the district-wide parent survey that meets or exceeds the district average.</li> </ul>										

## III. Financial Health

Objective	Metric
The School will be well-run, financially healthy, and capable of achieving long-term success.	<ul style="list-style-type: none"> <li>School will demonstrate effective fiscal management by following district policies and procedures and applicable state and federal law related to the spending, budgeting, and reporting of any district or campus funds.</li> </ul>