



TENNESSEE

PUBLIC CHARTER SCHOOL COMMISSION

**SCHOOL PERFORMANCE
FRAMEWORK REVISIONS**

MARCH 27, 2025

COMMISSION POLICY 3.700

- School Performance Framework
 - Sets accountability standards for schools academically, organizationally, and financially.
 - Developed and adopted in 2022.
 - Schools are evaluated annually against all metrics within the framework.
 - After three years of implementation, some indicators require adjustments.



PROPOSED CHANGES

- Academic Section adjustments:
 - Student Outcomes
 - Adjust to align with new guidance from the department regarding state accountability systems.
 - Adjust contingency plan language should state accountability systems be paused or unavailable.
 - Mission-Specific Goal
 - Adjust language to allow Commission staff negotiation and approval of school's goals.
 - Allow schools to make changes to their goals during interim reviews.
 - Move developmental guidance to supplemental guidance document to reduce language.



PROPOSED CHANGES

- Financial Section adjustments:
 - 1(b) Unrestricted Days Cash - include clarifying language addressing sources of information.
 - 2(e) Total Margin by School - include language that schools may strategically plan to operate in a deficit in a given fiscal year and this will be considered by the Commission.



PROPOSED CHANGES

- Operational Section adjustments:
 - 1(c) Enrollment in Alignment with Charter Agreement - Adjust indicator to review enrollment over time within a 10% variance of previous year's enrollment.
 - 1(e) Student Retention Rates by Subgroup - Schools must maintain subgroup retention rates within 5% of the school's overall student retention rate.
 - 4(b) Suspension Rate Goals - Adjust to ensure the school is accurately reporting suspensions.
 - 4(c) Attendance - Adjust attendance goals to align with state and/or federal accountability measures.



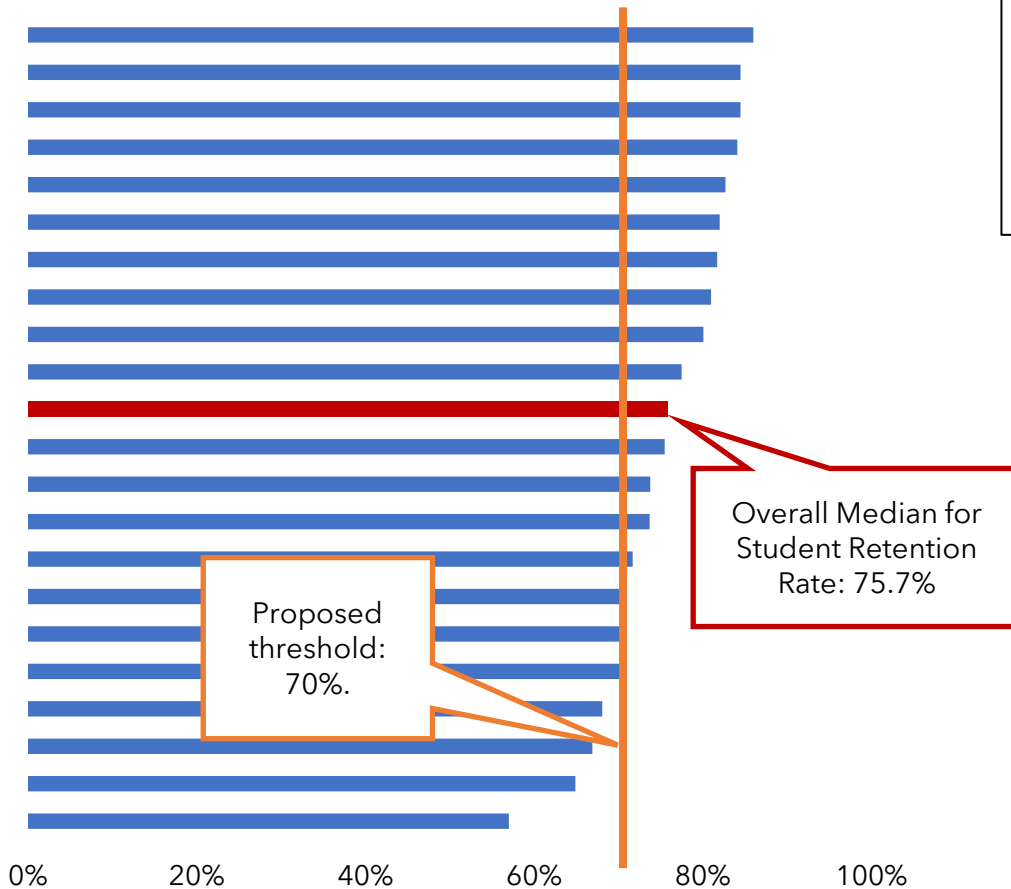
PROPOSED CHANGES

- For discussion:
 - 1(d) – Student Retention Rates
 - Option A (Threshold) – 70% student retention each year
 - Option B – (Percent Variance) – Within 5% of previous year's student retention rate.
 - 4(g) – Teacher and Leader Retention
 - Option A (Threshold) – 70% teacher and leader retention
 - Option B (Percent Variance) – Within 5% of previous year's teacher retention rate. 85% or above meets standard.
 - *Measure includes teachers of record and principal.*



STUDENT RETENTION RATES PRESSURE TEST

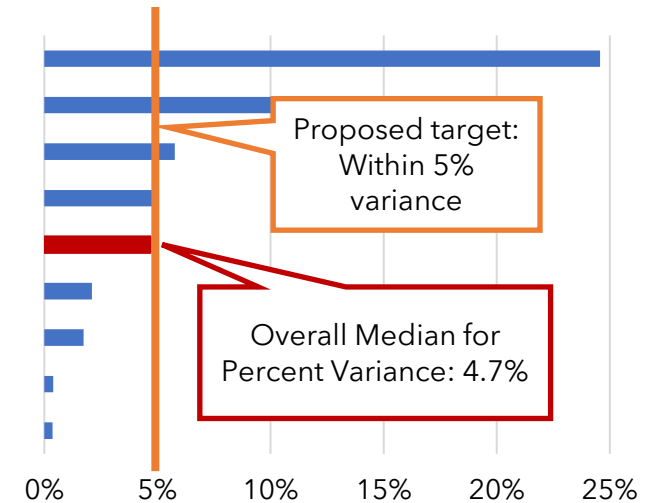
Threshold



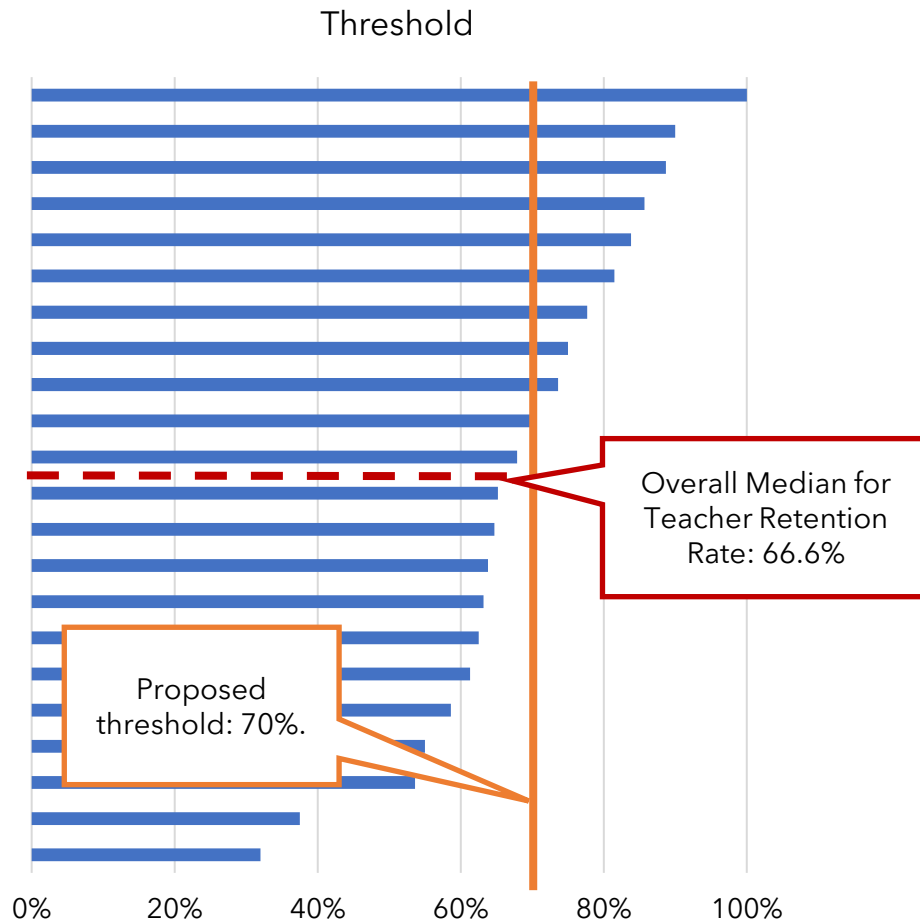
What percent of schools would meet standard by:

- Threshold? 84.6%
- Percent Variance? 88.9%

Percent Variance

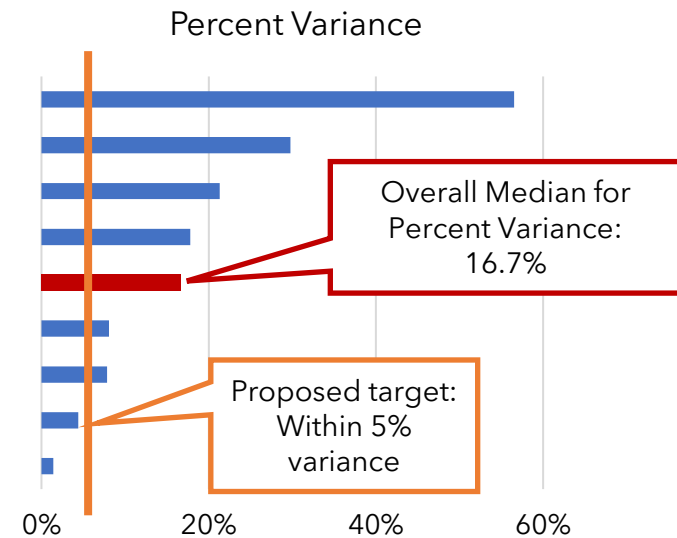


TEACHER RETENTION RATES PRESSURE TEST



What percent of schools would meet standard by:

- Threshold? 40.9%
- Percent Variance? 33.3%



NEXT STEPS

- Feedback from this discussion will be implemented within the document.
- School operators will receive an updated version of the redline document reflecting Commissioner feedback and decisions.
- Final read in July and new changes reflected within charter agreements for SY25-26.





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