

**ADOPT A RENAISSANCE SCHOOL PERFORMANCE PLAN FOR
THE HYMAN G. RICKOVER NAVAL ACADEMY**

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

That the Board adopt a Renaissance School Performance Plan attached as Attachment 1 for the Hyman G. Rickover Naval Academy ("Rickover Naval Academy").

HISTORY:

On December 15, 2004 the Board approved the opening of the Rickover Naval Academy ("Rickover") to serve grades 9 through 12 (Board Report 04-1215-EX3). The name of the school was approved by the Board under Board Report 05-0427-MS1. The Board hereby designates Rickover Naval Academy as a Performance School under the Board's Renaissance Schools Policy (Board Report 04-0922-PO4 as amended by Board Report 05-1026-PO2). This designation is approved notwithstanding the requirements of Section III.B of such policy. The Board's Renaissance Schools Policy states that Performance Schools are schools specially designated by the Board where the Board approves a Performance Plan setting forth specific standards for academic performance and a clear statement as to how the school will be held accountable. In exchange for higher accountability, Performance Schools are granted autonomy over various educational and operational issues. The specific degree of autonomy available to each Performance School is set out in each individual school's Performance Plan.

DURATION OF PERFORMANCE PLAN:

The Performance Plan for Rickover shall continue for five years beginning September 6, 2005 and ending June 30, 2010. During the final year of the Performance Plan, Rickover's status as a Performance School and their Performance Plan shall be subject to renewal by the Board. The Board may, at any time, rescind Rickover's status as a Performance School and the Performance Plan set out herein upon the school's failure to implement the educational plan set out in the Performance Plan, failure to make reasonable progress towards achieving the accountability requirements set out in the Performance Plan, failure to satisfy the requirements of the Performance Plan or for any other reason set out in the Performance Plan.

PERFORMANCE PLAN DESCRIPTION:

The Rickover Performance Plan ("Plan") attached as Attachment 1 outlines the educational plan, operational structure, autonomies and accountability requirements for Rickover. The Plan includes the following key components:

<u>Grade Levels & Enrollment Projections:</u>	2005-06: 125 students in grade 9 2006-07: 260 students in grades 9, 10 2007-08: 400 students in grades 9, 10, 11 2008-09: 540 students in grades 9, 10, 11, 12; and 2009-10: 555 students in grades 9,10, 11, 12.
<u>Location:</u>	5900 N. Glenwood Avenue
<u>Curriculum:</u>	College Preparatory, Military, Science and Math
<u>Promotion:</u>	School will follow CPS policy for promotion.
<u>School Day:</u>	Standard hours
<u>School Calendar:</u>	CPS Calendar
<u>Student Discipline:</u>	Rickover will follow the Uniform Discipline Code including those provisions applicable to Military Academies.
<u>Governance:</u>	As a military academy, Rickover will form a Military Academy Board of Governors in accordance with 03-0924-EX01 and 105 ILCS 5/34-2.4b.

Reporting Structure: Rickover will be assigned to an Area Instruction Office for oversight purposes.

Finance: Rickover will be funded on the standard CPS basis and will follow all CPS policies on cash flow management, purchasing, payroll and audits.

Board Policies & Rules: Rickover will comply with all Board Policies and Rules in the operation and administration of the school.

Rickover is requesting Board approval to opt out of the Board's Strategic Sourcing Policy, Homework Policy and Snack Vending Policy.

Rickover may in the future opt-out of additional Board Policies listed in Table III of the attached Plan, upon notice to the CEO. Rickover may also create an alternate policy to those listed in Table III or Table IV of the attached Plan upon timely submission to the CEO, approval as to legal form by the General Counsel and approval by the Board.

Academic Accountability: Rickover shall be evaluated in accordance with the Board's "Accountability System for All Chicago Public Schools" Policy (Board Report, 04-0225-04), as may be amended and the accountability plan that is incorporated into the Performance Plan.

EVALUATION: Rickover shall be evaluated annually by the Chief Executive Officer or designee based on the criteria set out in this Performance Plan. The Chief Executive Officer shall report annually on each Performance School's performance and shall rate each school's performance.

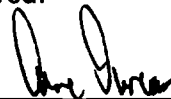
PERSONNEL IMPLICATIONS: Performance Schools are operated by CPS and employ CPS teachers and staff. Performance Schools are subject to the collective bargaining agreements between CPS and the Chicago Teachers Union and other labor organizations, including the waiver provisions of those agreements.

Approved for Consideration:



Barbara J. Eason-Watkins
Chief Education Officer

Approved:




Arne Duncan
Chief Executive Officer

Within Appropriation:


John Maiorca
Chief Financial Officer

Approved as to Legal Form 


Patrick Rocks
General Counsel

Attachment 1

PERFORMANCE PLAN FOR HYMAN G. RICKOVER NAVAL ACADEMY

I. GENERAL

A. Scope of the Plan, Exhibits Incorporated by Reference

The Board has created the Hyman G. Rickover Naval Academy ("Rickover Naval Academy") as an operating unit of the Board pursuant to its authority under the Illinois School Code to create and operate schools. The relationship between the Board and Rickover Naval Academy is statutory and not contractual.

Rickover Naval Academy will operate under the terms of this Performance Plan and all applicable Board Reports related to the formation and operation of Rickover Naval Academy.

The Board desires to provide Rickover Naval Academy with certain autonomies with respect to its educational mission and operations. In addition, the Board will require additional accountability of Rickover Naval Academy above that generally required of Chicago Public Schools that do not operate under Performance Plans.

The Performance Plan for Rickover Naval Academy consists of the following:

1. This Performance Plan and all exhibits to the Plan
2. All Board policies and rules which the Board has not waived for Rickover Naval Academy
3. All applicable laws and regulations
4. The Board Reports through which the Board created Rickover Naval Academy, defined its attendance boundaries, established its governance structure and authorized this Performance Plan.

B. Term of Plan

This Plan shall commence on September 6, 2005 and shall expire at midnight, June 30, 2010, unless terminated or extended pursuant to the terms hereof.

C. Terms and Conditions

Rickover Naval Academy has expressly agreed that the description of the educational program listed in Section II, sets forth the overall goals and educational program of Rickover Naval Academy. Rickover Naval Academy acknowledges and agrees that its educational program is an integral part of this Plan, and the Board shall have the right to hold Rickover Naval Academy responsible for all information, representations and statements provided. Section II, however, is not a complete statement of each detail of Rickover Naval Academy's operation. To the extent Rickover Naval Academy desires to implement specific policies, procedures or other specific terms of operation that supplement or otherwise differ from those set forth below, Rickover Naval Academy shall be permitted to implement such policies, procedures, and specific terms of operation, provided such policies, procedures and terms of operation are consistent with all applicable laws and regulations, Board policies and rules unless otherwise specifically waived by the Board, the Renaissance Schools Policy as amended, all Board consent decrees and settlement agreements, and the goals, standards and general operational policies set forth in the School Description.

II. EDUCATIONAL PROGRAM

A. Mission Statement

Rickover Naval Academy shall operate under the mission and vision statements set forth below, and such mission statement is hereby accepted to the extent that it is consistent with the declared purposes of the Board of Education as stated in the Renaissance Schools Policy and all applicable Board policy and rules as further defined in this Plan.

MISSION

The mission of the Rickover Academy is to empower cadets to meet and exceed academic standards through a challenging and engaging curriculum that promotes programs that will prepare cadets for post-secondary education and/or independent living. Rickover also provides meaningful leadership training, experiences and activities that serve as a foundation for success throughout the cadet's life. The military component, being re-enforced throughout the curriculum, will motivate young people to be better scholars, leaders, and citizens.

VISION

As a college prep military academy, we envision an atmosphere that cultivates academics, trust and student leadership. The cadets can earn individual and platoon academic honors; this creates two types of motivation to help the students excel. The students are trusted as they enter our school and maintain trust until their own actions cause that trust to be lost; everything else must be earned. They will earn their place in our battalion and will earn the title of "Cadet". The cadets will earn rank and responsibility as well as privileges by growing in maturity and education; they will take on more day to day responsibilities in the running of the battalion by becoming part of the leadership all the way up to the battalion staff. Cadets will help and train those below them and support decisions of those above them.

B. Curriculum

Rickover Naval Academy shall operate a high quality instructional program serving the educational needs of the students enrolled. The curriculum established by Rickover Naval Academy shall be consistent with the Renaissance Schools Policy and as otherwise modified or supplemented herein. Rickover Naval Academy has established the following curricular focus:

Rickover Naval Academy's focus is college prep. The students will have classes that are writing heavy with many assignments that require independent thought. As all students are enrolled in the Navy JROTC, the curricular focus is science and math. The United States Navy is science and engineering oriented and the NJROTC curriculum reflects this. All of our successful graduates will have completed one year each of physics, chemistry and biology as well as semester equivalents of oceanography, meteorology and astronomy. All students will learn the math associated with these sciences as well as the regularly required math.

While being challenged individually academically, the students will learn to work in teams as they grow in leadership skills. College prep combined with the confidence that comes from learning leadership skills will give our cadets advantages at post-secondary institutions.

Rickover Naval Academy shall notify the Board of any material change in its curriculum subsequent to the date of this Board Report. Any material changes must comply with state law and be approved by the Chief Executive Officer or designee.

C. Student Population

Age, Grade Range. Rickover Naval Academy shall provide instruction to pupils in grade 9 in the 2005-2006 school year and a grade will be added each year as described in Board Report 04-1215-EX3.

Enrollment. Rickover Naval Academy shall enroll up to 600 students by city-wide application with a minimum of 30% of the school's seats available to qualified local area applicants. Rickover's projected enrollment is as follows:

- 2005-06: 125 students in grade 9;
- 2006-07: 260 students in grades 9,10;
- 2007-08: 400 students in grades 9,10,11;
- 2008-09: 540 students in grades 9,10,11,12; and
- 2009-10: 555 students in grades 9,10,11,12.

D. Performance Assessment

1. Goals, Objectives, Pupil Performance Standards. Rickover Naval Academy shall pursue and make reasonable progress toward the achievement of the goals, objectives and pupil performance standards in accordance with the Accountability Plan described in Section 8 of this Plan, provided that such goals, objectives and pupil performance standards shall at all times remain in compliance with the Illinois School Code.

In addition, Rickover has set the following goals: 90% of our graduates will attend a 2 or 4 year college, university or United States Service Academy. The remaining 10% will attend some other post secondary training or attain full-time employment.

2. Evaluation of Pupils. Rickover Naval Academy's plan for evaluating pupil performance, the types of assessments to be used, the timeline for achievement of performance standards, and the procedure for taking corrective action in the event that pupil performance at Rickover Naval Academy falls below those standards, shall be consistent with the School Description and all applicable Board rules and policies and as further described in Section VIII hereof.

E. Calendar and Scheduling

1. School Days and Hours of Operation. Instruction shall commence in the 2005-2006 school year and subsequent school years on dates established by Rickover Naval Academy, provided that the beginning date of instruction shall be no earlier than August 15 and no later than September 15 of each school year. The days and hours of operation of Rickover Naval Academy shall be as established by the Board. Requests by Rickover Naval Academy to modify the days and hours of operation shall be submitted to the CEO or designee on or before July 1st preceding the beginning of the academic year for which the modification is requested.
2. School Calendar. For every academic year in which this Plan is in effect, and no later than January 1st preceding beginning the next academic year, Rickover Naval Academy shall submit to the Chief Education Officer or designee its school calendar for such academic year and the following summer session.

3. Any proposal to establish days or hours of operation or a school calendar that would require members of a collective bargaining unit to work on a schedule that differs from that set forth in the applicable collective bargaining agreement is subject to the acquisition of a waiver pursuant to the agreement's procedures for waiver.

F. Discipline

Rickover Naval Academy will apply the Uniform Discipline Code including those provisions applicable to military academies.

G. Bilingual Education

Rickover Naval Academy is subject to all Board rules and policies regarding bilingual education services and is required to provide services to its students pursuant to those rules and policies.

H. Specialized Services

Rickover Naval Academy shall provide services and accommodations to students with disabilities in accordance and compliance with (i) the Individuals with Disabilities Improvement Act of 2004 (20 U.S.C. '1401 et seq.); (ii) that certain document prepared by the Board and approved by the State Board entitled "A Procedural Manual Educating Children with Disabilities in Chicago Public Schools", revised edition 2002, as amended, which document is incorporated herein by reference; (iii) any and all Federal consent decrees and court orders applicable to children in the Chicago Public Schools, including, but not limited to, Corey H, 92 C 3409; (iv) any and all service bulletins issued by the Board's Office of Specialized Services and (v) any other Board rules, policies or directives related to specialized services.

H. Homeless children

Rickover Naval Academy is subject to all Board rules and policies regarding services to students who are homeless and is required to provide services to its students pursuant to those rules and policies and all applicable federal and state laws and regulations. Rickover Naval Academy also is subject to the settlement agreement in *Salazar v. Board of Education*.

I. Pupil Transportation

Rickover Naval Academy shall meet the transportation needs of its students as required by Board rules and policy, by applicable federal and state law and regulation, and by any consent decrees or settlement agreements to which the Board is a party and which require transportation of students. To the extent Rickover Naval Academy is required to supply transportation, it shall acquire these services from the Board at rates established by the Board.

III. GOVERNANCE

A. Interim Governance

1. Rickover Naval Academy shall establish an Interim Advisory Committee ("IAC") by the first day of school and in any event, no later than December 1 of the school's first year.
2. Rickover Naval Academy will operate with an Interim Advisory Committee until a permanent governing body is established.
3. The IAC shall serve only in an advisory role.

B. Permanent Governance – Military Academy Board of Governors

The Rickover Naval Academy has been classified as an alternative school by the Board pursuant to section 105 ILCS 5/34-2.4b of the Illinois School Code. Rickover Naval Academy shall form a Military Academy Board of Governors as its form of governance pursuant to Board Report 03-0924-EX01 Guidelines for Military Academy Board's of Governors, as amended.

C. Commitment to Maintain Performance Plan

Rickover's Military Academy Board of Governors will be required to submit a copy of the certification, attached and incorporated hereto as Exhibit A, and signed by an authorized officer of the Military Academy Board of Governors expressing their commitment to be bound by the terms and provisions this Performance Plan, including all exhibits and attachments. If the Military Academy Board of Governors fails to submit a signed copy of the certification, the Board may terminate this Board Report and the Performance Plan in whole or in part.

IV. FACULTY AND ADMINISTRATION

A. Teacher recruitment, hiring, evaluation and dismissal

The recruitment, hiring, evaluation and dismissal of teachers shall be governed by State law, the Renaissance Schools Policy, any applicable collective bargaining or other agreements and any applicable waivers to those agreements, and all Board personnel rules and policies.

B. Principal qualifications, selection and removal

The Rickover Naval Academy principal must meet applicable state certification and Board principal qualification requirements.

Consistent with the Renaissance Schools Policy and applicable State law, Rickover Naval Academy's IAC may recommend selection of the school's interim principal to the Chief Executive Officer and to submit evaluations of the interim principal's performance.

Rickover Naval Academy will be managed by an interim principal until a permanent governing body is formed.

The Military Academy Board of Governors' duties and responsibilities with respect to principal selection and evaluation will be determined by the Board.

C. Comprehensive School Management or Operations Contracts

No entity or party other than Rickover Naval Academy may provide comprehensive school management or operations except upon the prior approval of the Board, and certification by the State Board. A Performance School seeking to enter into any contract for operations services to be performed in substantial part by an entity not identified in this Plan, must be a participant in the Department of Operations self-directed program.

D. Area Instructional Officer Election

Rickover Naval Academy has elected to obtain administrative support through the CPS Area Instructional Officer ("AIO").

V. APPLICABLE LAW AND COMPLIANCE REQUIREMENTS

A. Compliance with Laws and Regulations

Rickover Naval Academy shall operate at all times in accordance with the Constitution of the United States and the Constitution of the State of Illinois, the Renaissance Schools Policy, the Illinois School Code, all applicable Federal and State laws and regulations, and all Board rules and policies unless specifically exempted by the Board. Rickover Naval Academy shall not discriminate on the basis of disability, race, creed, color, gender, national origin, religion, ancestry, marital status, homeless status, the need for special educational services, or any other classification protected by law.

Rickover Naval Academy shall also comply with all Board policies and rules, except those identified in the in the Accountability Plan attached as Exhibit B. By adoption of this Plan, the Board specifically waives the application of the specific policies listed in Exhibit B to Rickover Naval Academy.

Board policies and rules adopted after the adoption of this Plan shall be deemed to apply to Rickover Naval Academy unless application is expressly waived by the Board.

B. Compliance with Plan.

Rickover Naval Academy shall operate at all times in accordance with the terms of this Plan, including the Accountability Plan attached hereto as Exhibit B, and all other Exhibits attached hereto.

VI. FACILITY

Rickover Naval Academy shall be located at 5900 N. Glenwood Ave, Chicago, IL 60660, in a building that complies with all applicable occupancy permits and health and safety requirements (the "Attendance Center"). Although the Board retains responsibility for compliance with applicable permits and regulations, Rickover Naval Academy must take reasonable steps to assist and ensure compliance.

Rickover Naval Academy will occupy a shared facility, therefore, Rickover Naval Academy shall comply with the Shared Facility Policy, 05-0126-PO1, as may be amended.

VII. FINANCIAL OPERATIONS AND AUDITS

A. Financial Management

Rickover Naval Academy shall comply with the Board's Internal Accounts Manual and all other Board rules and policy governing the management and accounting of funds

B. Budget

Rickover Naval Academy shall prepare and provide to the Board a copy of its annual budget for each fiscal year by no later than May 1 of such fiscal year and shall provide regular budget information, including the school's internal accounts revenue and expenditures to the Board on a monthly basis. The fiscal year for Rickover Naval Academy shall begin on July 1 of each year and end on June 30 of the subsequent year.

C. Distribution of Funds

Rickover Naval Academy shall receive funding based on standard CPS position-based budgeting. The school will also receive additional categorical funds, general state aide, NCLB and other funds based on the school's student population in accordance with standard CPS practices.

D. Refund of Unspent Funds

In the event this Plan is terminated or is not renewed by the Board, any unspent funds are subject to recapture by the Board. This provision is not a limitation on the Office of Budget and Management or other Board departments with respect to any other recapture of funds permitted by Board rules or policies.

E. Outside Funding

Rickover Naval Academy may accept gifts, donations or grants, provided that all such gifts, grants and donations are accepted in compliance with applicable law, Board rules and policy and the terms of this Plan.

F. Management and Financial Controls

At all times, Rickover Naval Academy shall maintain appropriate governance and managerial procedures and financial controls which procedures and controls shall include, but not be limited to: (1) generally accepted accounting methods; (2) a checking account; (3) procedures for the creation and review of monthly and quarterly financial reports, which procedures shall specifically identify the individual who will be responsible for preparing such financial reports in the following fiscal year; and (4) internal control procedures for cash receipts, cash disbursements and purchases.

G. Annual Audits

The Board may conduct a Financial Statement and Internal Account Audit (collectively, the "Financial Audit"), on Rickover Naval Academy by July 15th of each year of this Plan. The Financial Audit may include:

1. An opinion on the financial statements (and Supplementary Schedule of Expenditures of Federal Awards, if applicable) and
2. A report on compliance and on internal control over financial reporting based on an audit of financial statements performed in accordance with the Internal Accounts Manual and other applicable Board rules and policies.

Financial Audits shall be made available no later than November 1 of each year during the term of this Plan, beginning with November 1, 2006.

H. Attendance

Rickover Naval Academy shall maintain accurate enrollment data and daily records of student attendance and shall provide enrollment and attendance data to the Board on a monthly basis. Rickover Naval Academy shall provide the Board with current enrollment and attendance data via the Board's student information system. Such enrollment and attendance data shall be maintained and updated on the student information system daily by Rickover Naval Academy. The Board shall provide Rickover Naval Academy with the necessary student information system access, software and training to allow Performance School personnel to use the Board's student information system and input enrollment/attendance data.

I. Withholding of Funds

In the event Rickover Naval Academy fails to submit to the Board any documents or information required under this Plan, or fails to follow any procedures and policies set forth in this Plan, the Board may restrict access to Rickover Naval Academy's funding lines, providing that the Board gives Rickover Naval Academy written notice enumerating the specific failure(s). Upon Rickover Naval Academy's compliance with any such failure(s), the Board shall reinstate access to Rickover Naval Academy's funding. Repeated violations of this paragraph may be cause for the Board to terminate this Plan.

VIII. ACADEMIC ACCOUNTABILITY AND EVALUATIONS.

A. Accountability Plan

Rickover Naval Academy shall be held accountable by the Board in accordance with the Accountability Plan contained in Exhibit B. Due to potentially sweeping changes regarding testing requirements and other accountability standards that may occur because of the enactment of the No Child Left Behind Act or other laws or mandates, the Accountability Plan attached as Exhibit B hereto is subject to change.

B. Standardized Tests

Rickover Naval Academy shall administer such standardized tests of academic proficiency as are provided for in the Board's policies and procedures, and shall participate in State assessments required by Section 2-3.64 of the Illinois School Code.

IX. RENEWAL AND TERMINATION OF PERFORMANCE PLAN

A. Renewal of Performance Plan; Failure to Renew

On or before the date set by the CEO, Rickover Naval Academy shall provide a written proposal to the Board setting forth proposed terms of renewal of this Plan. The renewal proposal of Rickover Naval Academy shall contain the most recent annual report and financial statement of Rickover Naval Academy. The written proposal may contain proposed changes to this Plan that Rickover Naval Academy desires to incorporate into the renewed plan.

The Board shall provide written notice to Rickover Naval Academy indicating whether, and upon what conditions, it is willing to renew the Performance Plan, including any modified terms proposed by the Board. If Rickover Naval Academy does not agree to the terms of the renewal, the Board may, at its option, refuse to renew the Plan.

The Board may also refuse to renew the Plan upon a finding that any cause for termination exists under Section IX B. hereof.

B. Termination of Performance Plan

The Board may terminate or modify this Plan, if the Board finds that Rickover Naval Academy did any of the following, or otherwise failed to comply with the requirements of the Renaissance Schools Policy or this Plan:

1. Committed a material violation of any of the conditions, standards, obligations or procedures set forth in this Plan including the Accountability Plan; or
2. Failed to meet or make reasonable progress toward achievement of the content standards or pupil performance standards identified in this Plan or in the Accountability Plan; or

3. Failed to meet generally accepted standards of fiscal management; or
4. Materially violated any provision of law or policy from which Rickover Naval Academy was not exempted; or
5. Failed to secure a signed certification from the duly appointed or elected governing body expressing agreement to the terms and provisions of this Plan as set forth in Section III herein; or
6. Meets criteria for closing (for academic or non-academic reasons) under the Closing of Schools Policy, 04-0225-PO2, as amended.

C. Reservation of rights and obligations under law.

Nothing in this Performance Plan shall be read to limit the Board's rights and obligations under applicable law.

EXHIBIT A

CERTIFICATION BY GOVERNING BODY

I, _____, _____ (name and title), of Hyman G. Rickover Naval Academy's Military Academy Board of Governors certify on behalf of the Council that it intends to be bound by the terms and provisions of the School Description. The Council also intends to adhere to the provisions set forth in the attached Performance Plan and accompanying exhibits which are attached and incorporated into the Performance Plan by reference.

Dated on this ___ day of _____, 20__.

EXHIBIT B**ACCOUNTABILITY PLAN FOR
HYMAN G. RICKOVER NAVAL ACADEMY**

The Board and the Rickover Naval Academy ("Rickover") have determined that it is in the best interests of the Board, the Rickover students, parents and the public to articulate clear standards for Rickover and to annually inform the public about the level of achievement of Rickover with respect to those standards. It is also the Board's intent to use data from this Accountability Plan to decide on the renewal of Performance Schools beyond the initial five year performance period.

The Board may delegate its authority to perform the functions described herein to appropriate departments or contracting entities.

Rickover shall be evaluated annually in accordance with this Accountability Plan.

1. Annual Performance Reports

Annually the Board shall publish a Performance Report indicating the Performance School's performance on specific indicators in the following categories:

- A. Student Performance
- B. Compliance with Applicable Laws and Policies
- C. Special Education

A Performance Report for the preceding school year shall be issued by October 31st of each year.

Each category will have multiple indicators as defined in Table I. Rickover's performance will be measured on each indicator as established in the following sections. The Board may publish other performance indicators and or additional evaluation categories for a school as required by law or determined to be in the best interest of the public. The Accountability Plan is subject to change based on changes in Board policy, and Illinois and federal laws and regulations.

Table I

	Year 1	Year 2	Year 3	Year 4	Year 5 and Beyond
Student Performance	<ul style="list-style-type: none"> • Average Student Gain • Like school comparison: <ul style="list-style-type: none"> ➤ 1 yr test scores ➤ Attendance ➤ Student Gain ➤ Dropout Rate ➤ Graduation Rate 	<ul style="list-style-type: none"> • Average Student Gain • Like school comparison: <ul style="list-style-type: none"> ➤ Same as Yr 1 ➤ Transfer out rate 	<ul style="list-style-type: none"> • Average Student Gain • Like school comparison: <ul style="list-style-type: none"> ➤ Same as Yr 2 	<ul style="list-style-type: none"> • Average Student Gain • Like school comparison: <ul style="list-style-type: none"> ➤ Same as Yr 3 • Accountability System Indicators (See Table II) 	<ul style="list-style-type: none"> • Average Student Gain • Like school comparison: <ul style="list-style-type: none"> ➤ Same as Yr 4 • Accountability System Indicators (See Table II)
Compliance	<ul style="list-style-type: none"> • Relevant laws/regs • Reporting Obligations 	<ul style="list-style-type: none"> • Relevant laws/regs • Reporting Obligations 	<ul style="list-style-type: none"> • Relevant laws/regs • Reporting Obligations 	<ul style="list-style-type: none"> • Relevant laws/regs • Reporting Obligations 	<ul style="list-style-type: none"> • Relevant laws/regs • Reporting Obligations
Special Education	<ul style="list-style-type: none"> • Report Card Indicators 	<ul style="list-style-type: none"> • Report Card Indicators 	<ul style="list-style-type: none"> • Report Card Indicators 	<ul style="list-style-type: none"> • Report Card Indicators 	<ul style="list-style-type: none"> • Report Card Indicators

A. Student Performance Indicator

The intent of the Student Performance section is to provide a multi-faceted understanding of student performance at Rickover upon which Rickover's academic performance will be evaluated. Student Performance will be evaluated based on a series of common indicators as defined in Table I.

Each Performance School will be required to participate fully in all required state and local testing and assessments and maintain all necessary records to allow for the effective administration of the accountability system.

At such time as the Board is able to utilize value-added analysis, post-secondary data, or other relevant student performance information for accountability purposes, such indicators may be added to this Accountability Plan.

A Performance School's performance on attendance, transfer-outs, one year drop-outs, and graduation will be rated as:

1. Exceeds – performance is in the top quartile of all CPS schools
2. Meets – performance is in the middle quartiles of all CPS schools
3. Does Not Meet – performance is in the lowest quartile of all CPS schools

(1) Individual Indicators

A. Attendance

Beginning with year 1 of the five year performance period and in every subsequent year, the Board will compare the Performance School's attendance to the attendance of all of its schools.

B. Transfer Out Rate

Beginning with year 2 of the five year performance period and in every subsequent year, the Board will compare the transfer out rate of students in each Performance School to all of its schools.

C. One year Drop Out Rate

In years 1 and 2 of the five year performance period, the Board will compare the one-year drop-out rate of the Performance School to the one-year drop-out rate of all its schools. A progress drop-out rate is incorporated into the CPS Accountability Designation for years 4 and 5.

D. Graduation Rate

Beginning in year 4 of the five year performance period and in every subsequent year, the Board will compare the cohort graduation rate of the Performance School to the cohort graduation rate of all its schools.

(2) CPS Accountability System Rating (This is subject to change with Board approval.)

Beginning with year 4 of the five year performance period and in every subsequent year, the Board will rate each Performance School using certain indicators in the district's Accountability System for All Chicago Public Schools 04-0225-PO3, as amended (see Table II). In the event a school cannot be assigned a CPS Accountability System Indicator in its 4th or 5th year, the Board will review all the available indicators that comprise an Accountability Designation.

Table II – Indicators used in the CPS Accountability Designations

	High Schools
Overall Level of Achievement	PSAE Composite
Progress Level	Dropout Progress (Compares the most recent year minus the average of the previous three years)
	On-track to Graduate Progress (Measures the % of 9 th graders who are on track to graduate in the most recent year minus the average of the previous three years. On-track to graduate is the % of 9 th graders who at the end of 9 th grade, have earned enough credits to advanced to the 10 th grade)
	PSAE School Growth (Compares growth in the % of student meeting state standards on PSAE to citywide growth. Growth is the most recent year minus the average of the previous three years.)
	AYP (Looks at whether a school made the annual target for AYP and whether it is on the School Improvement List)

*other assessments may be added and assessments may be removed with Board approval

(3) Schedule for Reporting Student Performance Indicators

The Performance School will be required to annually report to the Chief Executive Officer on their preceding year’s performance by August 1. The Board reserves the right to audit results in any manner that establishes the validity and integrity of the results. The use of unique standards and assessments shall not affect Rickover’s obligation to comply with the PSAE assessments or any other assessment required by the Board for all public schools.

B. Compliance

The following Compliance Indicator will be included and evaluated in each Performance Report:

Indicator	Exceed	Meets	Does Not Meet
Compliance with Relevant Laws/Policies	No Findings	Any minor finding(s)	Any repeated finding; any major finding
Reporting Obligations	No findings	Any minor finding(s)	Any repeated finding; any major finding

It is the goal of the Policy to Establish Renaissance Schools, where practicable and to the extent allowable under law, to exempt Performance Schools from applicable laws and Board policies and regulations so that the school may design and implement an education program that more precisely fits its particular educational mission. To that end, the Board has included in the Compliance Indicator only those items the district, by approval of this Accountability Plan and accompanying Performance Plan, either cannot permit Performance Schools to waive, or where exemption would be impracticable or contrary to the Board’s obligation to protect the welfare and safety of students and employees. Any Board policies or rules adopted following Board approval of this Accountability Plan shall be deemed to apply to contract and performance schools unless specifically exempted.

Rickover shall abide by all applicable laws and Board Policies and Rules except as described below.

Rickover has decided to opt out of certain Board Policies noted in Table III. Where Rickover decides to opt out of additional policies listed in Table III, Rickover must notify the CEO or designee no later that July 1 prior to the school year. The CEO will report this information to the Board in a timely manner.

Table III

No.	Policy Name	Option
401.13	Strategic Sourcing	School has elected to opt out of this policy
403.5	Establish Comprehensive Policy Regarding Sharing Lease Income from School Property	School may opt out of this policy
407.3	Snack Vending Policy	School has elected to opt out of this policy
506.1	Full-time Consultants	School may opt out of this policy
512.1	Teacher Appreciation Day	School may opt out of this policy
601.2	Homework Policy	School has elected to opt out of this policy
801.1	Personal Relationships in the Schools and Community	School may opt out of this policy

Following approval of this Plan, where Rickover has opted to create an alternate policy to those policies listed in Table III above or Table IV below, such policy must be submitted to the CEO and must be approved as to legal form by the General Counsel by July 1st prior to the school year. The CEO will submit the alternative policies to the Board for approval in a timely manner.

Table IV

No.	Policy Name	Option
102.4	Rights and Responsibilities of Parents and Students	School may opt out of this policy, but must have an alternate policy that complies with legal requirements
601.7	Fine Arts Standards	School may opt out of this policy but must have an alternate policy that complies with Illinois Goals and Standards in providing Fine Arts programs
602.1	Organization and Staffing of Elementary Schools	School may opt out of this policy but must have an alternate policy that complies with Illinois Certification and NCLB Highly Qualified Requirements
603.3	World Language Goals and Standards	School may opt out of this policy but must have an alternate policy that complies with Illinois Goals and Standards in providing World Language programs
604.4	Purchase and Replacement of Textbooks and Instructional Materials	School may opt out of this policy, but must have an alternate policy that complies with funding source requirements
605.1	High School Promotion Policy (if applicable)	School may opt out of this policy, but must have an alternate policy that complies with legal requirements
605.2	Elementary School Promotion Policy	School may opt out of this policy, but must have an alternate policy that complies with legal requirements
605.3	Minimum High School Graduation Requirements	School may opt out of this policy, but must have an alternate policy that complies with legal requirements
605.9	Physical Education for Students Enrolled in Grades 11 and 12	School may opt out of this policy, but have an alternate policy that complies with legal requirements
704.4	Policy and Procedures in Response to Student and Parent Reports of Incidence of Domestic Violence	School may opt out of this policy, but must have an alternate policy
706.2	Report Card Distribution	School may opt out of this policy but must have an alternate policy

Where appropriate to Rickover, the following items shall be reviewed, evaluated, and presented as part of the Reporting Obligations Indicator:

- a) Open Meetings Act (5 ILCS 120/1.01 *et seq*);
- b) Student Records Act (105 ILCS 10);
- c) The school's governance structure; and

- d) The school's designated or approved enrollment process

Rickover shall have the applicable items tested and reported upon by the Board.

In general, a finding will be considered Major if it indicates a deliberate act of wrongdoing or reckless conduct, causes a loss of confidence in the abilities or integrity of Rickover, or seriously jeopardizes the continued operation of Rickover. Classification of a finding as Major shall be the sole discretion of the Board.

C. Special Education

Rickover must comply with all Board rules and policies related to the education of students with disabilities and all requirements of the consent decree in the Corey H. litigation.

D. Performance Reviews

The Board shall hold Rickover accountable in all of the categories established in this plan (Student Performance, Compliance, and Special Education) through the indicators outline or referred to in this Accountability Plan.

Failure to meet any of the indicators in any of the categories constitutes grounds for Board intervention, including targeted site visits by teams of individuals with expertise in the area(s) of concern. After the site visit, the team will produce a report of their findings. The school may be required to submit to the Board a corrective action plan that addresses the area(s) of concern. The administration will respond, if necessary, in writing and set a time for a follow-up visit. If satisfactory progress as determined by the Board has not been made at the time of the follow-up visit, the team will report its findings and detail additional interventions that may be appropriate. At all times, the school remains an operating unit of the Board and nothing in the accountability plan limits the Board's authority under applicable laws.