

**ADOPT A RENAISSANCE SCHOOL PERFORMANCE PLAN FOR
TEAM ENGLEWOOD COMMUNITY ACADEMY**

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

That the Board adopt a Renaissance School Performance Plan attached as Attachment 1 for the TEAM Englewood Community Academy

HISTORY:

On December 20, 2006 the Board approved a proposal to open the TEAM Englewood Community Academy (TEAM Englewood) located at 6201 S. Stewart as a Performance School serving grades 9 through 12 (Board Report 06-1220-EX7). The Board's Renaissance Schools Policy (Board Report 07-0627-PO4) 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 TEAM Englewood shall continue for five years beginning July 1, 2007 and ending June 30, 2012. During the final year of the Performance Plan, TEAM Englewood'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 TEAM Englewood'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 any other reason set out in the Performance Plan.

PERFORMANCE PLAN DESCRIPTION:

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

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| <u>Grade Levels & Enrollment Projections:</u> | 2007-08: 150 students in grade 9 2008-09: 300 students in grades 9-10 2009-10: 450 students in grades 9-11 2010-11: 600 students in grades 9-12 2011-12: 600 students in grades 9-12 |
| <u>Location:</u> | 6201 South Stewart, Chicago, IL 60621 |
| <u>Curriculum:</u> | College and Career Prep |
| <u>Promotion:</u> | TEAM Englewood for follow CPS Promotion Policies |
| <u>School Day:</u> | Standard hours |
| <u>School Calendar:</u> | TEAM Englewood will follow the CPS calendar |
| <u>Student Discipline:</u> | TEAM Englewood will follow the Student Code of Conduct. |

Governance: TEAM Englewood was designated a small school under Board Report 06-1115-EX7. Therefore, an Appointed Local School Council (ALSC) will be established in accordance with the Governance of Alternative and Small Schools Policy (07-0124-PO2) as amended and 105 ILCS 5/34-2.4b.

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

Finance: TEAM Englewood will be funded on a per-pupil basis and will follow all CPS policies and on cash flow management, purchasing, payroll and audits.

Board Policies & Rules: TEAM Englewood will comply with all Board Policies and Rules in the operation and administration of the school. Frazier may in the future opt-out of the Board Policies listed in Table III of the attached Plan, upon notice to the CEO.

Academic Accountability: TEAM Englewood shall be evaluated in accordance with the Board's "Remediation and Probation Policy" as may be amended and the accountability plan that is incorporated into the Performance Plan.

EVALUATION: TEAM Englewood 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:



Barbara Eason-Watkins
Chief Education Officer

Respectfully submitted:



Arne Duncan
Chief Executive Officer

Within Appropriation:



Pedro Martinez
Chief Financial Officer

Approved as to Legal Form



Patrick J. Rocks
General Counsel

pmr

Attachment 1

PERFORMANCE PLAN FOR TEAM ENGLEWOOD COMMUNITY ACADEMY

I. GENERAL

A. Scope of the Plan, Exhibits Incorporated by Reference

The Board has created the TEAM Englewood Community Academy ("TEAM Englewood") 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 TEAM Englewood is statutory and not contractual.

TEAM Englewood will operate under the terms of this Performance Plan and all applicable Board Reports related to the formation and operation of TEAM Englewood.

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

The Performance Plan for TEAM Englewood 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 TEAM Englewood
3. All applicable laws and regulations
4. The Board Reports through which the Board created TEAM Englewood, defined its attendance boundaries, established its governance structure and authorized this Performance Plan.

B. Term of Plan

This Plan shall commence on July 1, 2007 and shall expire at midnight, June 30, 2012, unless terminated or extended pursuant to the terms hereof.

C. Terms and Conditions

TEAM Englewood has expressly agreed that the School Description, attached as Exhibit A, sets forth the overall goals and educational program of TEAM Englewood. TEAM Englewood acknowledges and agrees that its School Description is an integral part of this Plan, and the Board shall have the right to hold TEAM Englewood responsible for all information, representations and statements contained in the School Description. The School Description, however, is not a complete statement of each detail of TEAM Englewood's operation. To the extent TEAM Englewood desires to implement specific policies, procedures or other specific terms of operation that supplement or otherwise differ from those set forth in the School Description, TEAM Englewood 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 Policy to Establish Renaissance Schools Policy ("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

TEAM Englewood shall operate under the mission statement 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 TEAM Englewood is to provide all students with a world of opportunity.

Vision: To support the mission of TEAM Englewood, TEAM pledges is to provide a safe, structured, student-centered learning environment where children come first. All children can and deserve to learn, grow, reflect and practice. TEAM Englewood will set high standards of excellence for everyone: administrators, faculty and staff, and students. With respect and trust, we will work collaboratively to provide the highest quality of education to our students. TEAM will offer a variety of course selections, including Advanced Placement courses, and after-school programs including sports, academic teams, and tutoring, so that all TEAM students are challenged with a well-rounded college and career preparatory education. TEAM's goal is to provide students with academic excellence in a structured, fun, caring and nurturing environment so each student can achieve their personal best, and be rewarded with a solid academic and social foundation that will provide them with rewarding post-secondary choices and a world of opportunities.

B. Curriculum

TEAM Englewood shall operate a high quality instructional program serving the educational needs of the students enrolled. The curriculum established by TEAM Englewood shall be consistent with the School Description and Renaissance Schools Policy and as otherwise modified or supplemented herein.

Specifically, the TEAM Englewood curriculum will include the following: TEAM curriculum is based around a focus on both career and college preparation. The curriculum for each subject area will be aligned to the Illinois Learning Standards as well as the College Readiness Standards, both of which are standards measured on the ACT exam. Students will have the option to take four years of English, Math and Science courses. For English, TEAM Englewood will utilize the SpringBoard curriculum. SpringBoard was created by the CollegeBoard in order to spiral the skills and strategies needed to prepare students for the rigorous work of advanced placement. For Math TEAM Englewood will use the Cognitive Tutor curriculum created by cognitive scientists at Carnegie Melon. This program will allow students to spend 40% of their time working on the real world, computer-based problems that support classroom instruction, and 60% on classroom activities. For its Science curriculum, TEAM Englewood will utilize Conceptual Physics and for the Social Sciences curriculum, the Document Based Questions focus will be used. For the career program, students will have the option to pursue a number of choices that provide high levels of training in business and logistics areas.

TEAM Englewood 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. TEAM Englewood shall provide instruction to pupils in grade 9 in the 2007-2008 school year. In subsequent years the school will add a 10th, 11th and 12th grade.

Enrollment. TEAM Englewood shall enroll up to 600 students. The Department of School Planning and the Office of New Schools will work with TEAM Englewood and the Englewood community to develop an attendance boundary plan for submission to the Board for approval, if appropriate.

| Academic Year | Projected Number of Students | Grade Levels |
|---------------------------------|------------------------------|--------------|
| 2007-2008 | 150 | 9th |
| 2008-2009 | 300 | 9th - 10th |
| 2009-2010 | 450 | 9th - 11th |
| 2010-2011 | 600 | 9th - 12th |
| 2011-2012 <i>at capacity</i> | 600 | 9th - 12th |

D. Performance Assessment

1. Goals, Objectives, Pupil Performance Standards. TEAM Englewood shall pursue and make reasonable progress toward the achievement of the goals, objectives and pupil performance standards consistent with the Accountability Plan described in Section VIII of this Plan, provided that such goals, objectives and pupil performance standards shall at all times remain in compliance with the Illinois School Code.
2. Evaluation of Pupils. TEAM Englewood'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 TEAM Englewood 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 2007-2008 school year and subsequent school years on dates established by TEAM Englewood, 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 TEAM Englewood shall be as established by the Board. Requests by TEAM Englewood 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, TEAM Englewood 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

TEAM Englewood will apply the Student Code of Conduct adopted by the Board.

G. Bilingual Education

TEAM Englewood 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

TEAM Englewood 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.

I. Homeless children

TEAM Englewood 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. TEAM Englewood also is subject to the settlement agreement in Salazar v. Board of Education.

J. Pupil Transportation

TEAM Englewood 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 TEAM Englewood 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. TEAM Englewood 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. TEAM Englewood 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 – Appointed Local School Councils

TEAM Academy has been designated a small school by the Board pursuant to 105 ILCS 5/34-2.4b of the Illinois School Code. As soon as practicable, an ALSC shall be established pursuant to the Board's Policy on Governance of Alternative and Small Schools, 07-0124-PO2, as amended.

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

TEAM Englewood principal must meet applicable state certification and Board principal qualification requirements.

Consistent with the Renaissance Schools Policy and applicable State law, TEAM Englewood'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.

TEAM Englewood will be managed by an interim principal until a permanent governing body is formed.

The ALSC's duties and responsibilities with respect to recommending principal candidates will be as specified by the Board in its Policy on Governance of Alternative and Small Schools, 07-0124-PO2, as amended, or as specified by the Board in another authorizing Board Report.

C. Comprehensive School Management or Operations Contracts

No entity or party other than TEAM Englewood may provide comprehensive school management or operations except upon the prior approval of the 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

TEAM Englewood 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

TEAM Englewood 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. TEAM Englewood 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.

TEAM Englewood 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 TEAM Englewood.

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

B. Compliance with Plan.

TEAM Englewood 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

TEAM Englewood shall be located at 6201 S. Stewart, 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, TEAM Englewood must take reasonable steps to assist and ensure compliance.

If TEAM Englewood will occupy a shared facility, TEAM Englewood shall comply with the Shared Facility Policy, 05-0126-PO1, as may be amended.

VII. FINANCIAL OPERATIONS AND AUDITS

A. Financial Management

TEAM Englewood 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

TEAM Englewood 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 TEAM Englewood shall begin on July 1 of each year and end on June 30 of the subsequent year.

C. Distribution of Funds

TEAM Englewood shall receive funding based on per pupil budgeting. Each school shall be notified of the per pupil allocation and formula to be used on an annual basis. The school will also receive additional categorical fund, 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

TEAM Englewood 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, TEAM Englewood 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 TEAM Englewood 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, 2008.

H. Attendance

TEAM Englewood 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. TEAM Englewood 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 TEAM Englewood. The Board shall provide TEAM Englewood 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 TEAM Englewood 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 TEAM Englewood's funding lines, providing that the Board gives TEAM Englewood written notice enumerating the specific failure(s). Upon TEAM Englewood's compliance with any such failure(s), the Board shall reinstate access to TEAM Englewood'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

TEAM Englewood 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

TEAM Englewood 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, TEAM Englewood shall provide a written proposal to the Board setting forth proposed terms of renewal of this Plan. The renewal proposal of TEAM Englewood shall contain the most recent annual report and financial statement of TEAM Englewood. The written proposal may contain proposed changes to this Plan that TEAM Englewood desires to incorporate into the renewed plan.

The Board shall provide written notice to TEAM Englewood indicating whether, and upon what conditions, it is willing to renew the Performance Plan, including any modified terms proposed by the Board. If TEAM Englewood 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 TEAM Englewood 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 TEAM Englewood 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, 07-0523-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

SCHOOL DESCRIPTION

Board Report 06-1220-EX7 establishing and naming the school dated on December 20, 2006 is hereby incorporated by reference as if set forth fully herein and collectively, with the text below constitute the School Description:

The School Description of TEAM Englewood is as follows:

Mission Statement

The mission of TEAM Englewood Community Academy is to provide all our students with a world of opportunity.

Vision Statement

To support the mission of TEAM Englewood Community Academy, TEAM pledges is to provide a safe, structured, student-centered learning environment where children come first. All children can and deserve to learn, grow, reflect and practice. TEAM Englewood Community Academy will set high standards of excellence for everyone: administrators, faculty and staff, and students. With respect and trust, we will work collaboratively to provide the highest quality of education to our students. TEAM will offer a variety of course selections, including Advanced Placement courses, and after-school programs including sports, academic teams, and tutoring, so that all TEAM students are challenged with a well-rounded college and career preparatory education. TEAM's goal is to provide students with academic excellence in a structured, fun, caring and nurturing environment so each student can achieve their personal best, and be rewarded with a solid academic and social foundation that will provide them with rewarding post-secondary choices and a world of opportunities.

Additional Program Information

Each student attending TEAM will be able to select which career path they are interested in pursuing of two choices. Both choices will provide high levels of training in business/logistics, and both choices fit into our program with our regular school day while still allowing students to take four years of math and science, so that their transcripts will still be attractive to selective universities. This focus on business/logistics is extremely innovative as no other high school in the country has this particular logistics focus. However, with Chicago and specifically Englewood serving as the transportation hub of the nation, the school's focus is accurately aligned to the needs of the community. As such, TEAM Englewood will continue to further research the best possible curriculum choices to make that will prepare our students for 21st century business and logistics training. The TEAM staff has contacted logistics and Career and Technical Education (CTE) Experts across the nation, and with their input, and with the input of logistics business partners and education partners, continue to develop the program for TEAM Englewood.

EXHIBIT B

**ACCOUNTABILITY PLAN FOR
TEAM ENGLEWOOD COMMUNITY ACADEMY**

The Board of Education (“Board”) and the TEAM Englewood Community Academy (“TEAM Englewood”) have determined that it is in the best interests of the Board, the TEAM Englewood students, parents and the public to articulate clear standards for TEAM Englewood and to annually inform the public about the level of achievement of TEAM Englewood 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.

TEAM Englewood shall be evaluated annually in accordance with this Accountability Plan including but not limited to the following categories:

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

TEAM Englewood’s Student Performance indicators are defined and will be measured in accordance with the Board’s School Remediation and Probation Policy and the Board’s Renaissance Schools Policy, both as amended. Indicators for categories B – D are defined as follows:

- Financial Management: Balanced Budget
 Financial Practices

- Compliance: Relevant Laws & Regulations
 Reporting Obligations

- Special Education: Report Card Indicators

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. Any changes to the above mentioned indicators will be reported to the school annually.

A. Student Performance Indicator

The intent of the Student Performance section is to provide a multi-faceted understanding of student performance at TEAM Englewood upon which TEAM Englewood’s academic performance will be evaluated. Student Performance will be evaluated based on a series of common indicators as defined in the Board’s School Remediation and Probation Policy and the Board’s Renaissance Schools Policy, both as amended.

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.

(1) 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 TEAM Englewood’s obligation to comply with the PSAE assessments or any other assessment required by the Board for all public schools.

B & C. Financial Management & Compliance

(1) Financial Management & Compliance Indicators

| Indicator | High | Middle | Low |
|---|--------------------------------------|--|--|
| Balanced Budget: 1) Prior – year balanced budget successfully implemented 2) Realistic current – year balanced budget plan | Both budgets balanced | Current – year budget balanced. Prior-year budget not balanced | Current – year budget not balanced, even if prior year budget was balanced |
| Financial Practices: audited financial statements, internal controls | All in good standing and no findings | Any minor findings | Any repeated finding |
| 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 |

Where appropriate to TEAM Englewood, 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

TEAM Englewood 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 TEAM Englewood, or seriously jeopardizes the continued operation of TEAM Englewood. Classification of a finding as Major shall be the sole discretion of the Board.

(2) Applicability of CPS Policies

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.

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

Where TEAM Englewood has opted out of one or more of the policies listed in Table III, TEAM Englewood must notify the CEO or designee no later than 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 may opt out of this policy |
| 403.5 | Establish Comprehensive Policy Regarding Sharing Lease Income from School Property | School may 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 may opt out of this policy |
| 801.1 | Personal Relationships in the Schools and Community | School may opt out of this policy |

Where TEAM Englewood has opted to create an alternate policy to those policies listed in Table III or Table IV below, such policy must be submitted to the CEO and must be approved as a legal form by the General Counsel by July 1 prior to the school year. The CEO will submit the alternative policies to the Board for approval in a timely manner. Policies listed in Table III and Table IV represent the Board's current policy status and may change based on the Board's future revision and creation of new policies.

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 |
| 407.3 | Snack Vending Policy | 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 |

D. Special Education

TEAM Englewood 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.

E. Performance Reviews

The Board shall hold TEAM Englewood 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.