

08-0723-EX14

**ADOPT A RENAISSANCE SCHOOL PERFORMANCE PLAN FOR
BURROUGHS II ELEMMENTARY SCHOOL**

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

That the Board adopt a Renaissance School Performance Plan attached as Attachment 1 for the Burroughs II Elementary School.

HISTORY:

On October 24, 2007, the Board approved a proposal to open the Burroughs II Elementary School ("Burroughs II") located at 1852 South Albany as a Performance School serving grades K through 8 (Board Reports 07-1024-EX8 & 08-0326-EX9). 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 Burroughs shall continue for five years beginning July 1, 2008 and ending June 30, 2013. During the final year of the Performance Plan, Burroughs II'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 Burroughs II'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 Burroughs II Performance Plan ("Plan") attached as Attachment 1 outlines the educational plan, operational structure, autonomies and accountability requirements for Burroughs II. The Plan includes the following key components:

<u>Grade Levels & Enrollment Projections</u>	2008-09: 162 students in grade K, 1, 2 2009-10: 216 students in grades K, 1, 2, 3 2010-11: 270 students in grades K, 1, 2, 3, 4 2011-12: 324 students in grades K, 1, 2, 3, 4, 5
<u>Location:</u>	1852 S. Albany, Chicago, IL 60623
<u>Curriculum:</u>	Teacher driven collaboration & standards based approach.
<u>Student Policies:</u>	Burroughs II will follow all Board policies regarding students.
<u>Reporting Structure:</u>	Burroughs II will be assigned to the Area Instruction Office for oversight purposes.

Finance: Burroughs II 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: Burroughs II will comply with all Board Policies and Rules in the operation and administration of the school. Burroughs II 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: Burroughs II 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: Burroughs II 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.

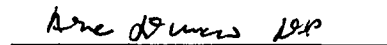
PERSONNEL IMPLICATIONS: Performance Schools are operated by CPS and employ CPS teachers and staff. Performance Schools are subject to the collective bargaining agreements between CPS and the Chicago Teachers Union and other labor organizations, including the waiver provisions of those agreements.

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 

Attachment 1

PERFORMANCE PLAN FOR THE BURROUGHS II ELEMENTARY SCHOOL

I. GENERAL

A. Scope of the Plan, Exhibits Incorporated by Reference

The Board has created the Burroughs II Elementary School ("Burroughs II") which is 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 the Burroughs II is statutory and not contractual.

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

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

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

B. Term of Plan

This Plan shall commence on July 1, 2008 and shall expire at midnight, June 30, 2013, unless terminated or extended pursuant to the terms hereof.

C. Terms and Conditions

Burroughs II has expressly agreed that the School Description, attached as Exhibit A, sets forth the overall goals and educational program of Burroughs II. Burroughs II acknowledges and agrees that its School Description is an integral part of this Plan, and the Board shall have the right to hold Burroughs II 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 Burroughs II's operation. To the extent Burroughs II 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, Burroughs II 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

Burroughs II Elementary School 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 Burroughs II is to empower K-8 students and their families from the local and surrounding communities to achieve academic and life long success. This will be achieved by using a combination of a data-driven approach to implementing rigorous curriculum at all grade levels, total collaboration, and implementing a community school structure which operate as a support center and family resource for a life-time of ongoing learning and service.

B. Curriculum

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

Burroughs II educational plan is based on the proven success of the existing Burroughs Elementary School. Burroughs II will implement a teacher-driven collaborative approach to curriculum design and implementation, consistent monitoring of student progress and attention to the social and emotional needs of its students. The high expectations laid out in the Illinois Learning Standards (ILS) and related performance descriptors will be the cornerstone of its curriculum. Analysis of quarterly formative assessments will be used to drive instruction at the school, grade, and classroom level. Burroughs II will use a "whole-part-whole group" approach meaning that grade appropriate content is presented to the whole class, reinforced in a small group using instructional approaches that provide individualized instruction for specific students, and is followed by whole group summaries.

Teachers at Burroughs II will follow the same curriculum process used at Burroughs Elementary School where teachers, working together, create detailed curriculum maps for each core subject area identifying which Illinois Learning Standards and descriptors will be taught and assessed each quarter. The maps are then used as a guide in the construction of weekly lesson plans; the plans are then tied to common school created grade level assessments which measure actual learning related to the taught standards. Teachers at Burroughs II will initially base their teaching on the curriculum maps currently in use at Burroughs Elementary School (as a starting point) and will modify the maps according to the specific needs of the community and classroom context as they arise.

C. Student Population

1. Age, Grade Range. Burroughs II shall provide instruction to pupils in grades K-2 in the 2008-2009 school year. In subsequent years, the school will add one grade each year until the school serves grades Pre K through 8th grade with a total enrollment of up to 486 students.
2. Enrollment. Burroughs II shall enroll students by city-wide application. Burroughs II will focus student recruitment efforts on the Brighton Park Community. In the event that the number of applicants exceeds the spaces available each year, applicants shall be selected by a computerized lottery, which will randomly select students to fill the spaces available at each grade. For the 2008-09 school year, a special application process was held in spring 2008 to seek initial enrollment of students. Burroughs II's projected enrollment is as follows:

2008-09: 162 students in grade K, 1, 2
2009-10: 216 students in grades K, 1, 2, 3
2010-11: 270 students in grades K, 1, 2, 3, 4
2011-12: 324 students in grades K, 1, 2, 3, 4, 5

Any modifications to the Burroughs II enrollment and eligibility requirements shall be approved by the Board.

D. Performance Assessment

1. Goals, Objectives, Pupil Performance Standards. Burroughs II 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. Burroughs II'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 Burroughs II 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. At inception, Burroughs II Elementary School will employ an open campus model with a minimum teacher school day of 8:30 a.m. to 3:30 p.m. school day. Teachers will commit to after-school training and activities with students, staff and community. Students' standard school day will be from 9:00 a.m. to 3:30 p.m. After-school programming will be established to provide tutoring, instructional activities, enrichment activities and/or social center activities to students.
2. School Calendar. At inception, Burroughs II Elementary School will follow Chicago Public Schools' standard 10-month academic calendar from August to June with a summer school program in July and August. Burroughs II Elementary School may request alterations to the standard academic calendar with Board approval in accordance with established procedures. Thereafter, for every academic year in which this Plan is in effect, and no later than January 1st preceding beginning the next academic year, Burroughs II shall submit to the Chief Education Officer or designee its proposed school calendar for such academic year and the following summer session. Burroughs II will follow the standard CPS school calendar unless an alternate calendar is approved in accordance with the established procedures applicable to all Chicago Public Schools.
3. Waiver Requirements. 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

Burroughs II will apply the Student Code of Conduct adopted by the Board.

G. Bilingual Education

Burroughs II 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

Burroughs II 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

Burroughs II 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. Burroughs II also is subject to the settlement agreement in Salazar v. Board of Education.

J. Pupil Transportation

Burroughs II 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 Burroughs II 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. Burroughs II 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. Burroughs II 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 – Local School Council

If the Board does not hereafter classify Burroughs II as a small or alternative school, the school will operate with an elected Local School Council (LSC).

1. The election will be held on the date of the first regularly scheduled LSC election after the school year in which the school begins to serve a majority of grade levels approved for Burroughs II. (For example, if a school is authorized to operate grades K-8, the election would be held on the date of the first regularly scheduled LSC election after the school began to serve students in the fourth grade.)
2. The membership, composition, method of filling vacancies, the duties and responsibilities for an elected LSC shall be governed by the Illinois School Code, 105 ILCS 5/34-2.2 and 2.3 and any applicable Board policies.

If the Board hereafter classifies Burroughs II as a small or alternative school, the school will operate with an Appointed Local School Council which shall be established in accordance with the Board's Policy on the Governance of Small and Alternative Schools or as otherwise specified by the Board.

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

Burroughs II principal must meet applicable state certification and Board principal qualification requirements. Burroughs II will be managed by an interim principal selected by the Chief Executive Officer until a permanent governing body is formed.

Once an LSC is formed, its duties and responsibilities with respect to principal selection will be defined by applicable state law and board policies.

C. Comprehensive School Management or Operations Contracts

No entity or party other than Burroughs II 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. School Oversight

Burroughs II has elected to obtain administrative support through the CPS Area Instruction Officer (AIO). The AIO will provide school oversight and furnish support services to Burroughs II.

E. School Improvement Plan

The Principal shall establish a School Improvement Plan for Burroughs II in accordance with standard CPS practices and the requirements of the Illinois School Code. The School Improvement Plan is subject to approval by the local school council except when otherwise specified by applicable Board Policy or Board action.

V. APPLICABLE LAW AND COMPLIANCE REQUIREMENTS

A. Compliance with Laws and Regulations

Burroughs II 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. Burroughs II shall not discriminate on the basis of disability, race, creed, color, gender, national origin, sexual orientation, religion, ancestry, marital status, homeless status, the need for special educational services, or any other classification protected by law.

Burroughs II 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 Burroughs II.

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

B. Compliance with Plan

Burroughs II 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

Burroughs II shall be located at 1852 S. Albany, in a building that complies with all applicable occupancy permits and health and safety requirements. Although the Board retains responsibility for compliance with applicable permits and regulations, Burroughs II must take reasonable steps to assist and ensure compliance. Any future change in facility shall be subject to Board approval.

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

VII. FINANCIAL OPERATIONS AND AUDITS

A. Financial Management

Burroughs II 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

Burroughs II 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 Burroughs II shall begin on July 1 of each year and end on June 30 of the subsequent year.

C. Distribution of Funds

Burroughs II 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

Burroughs II 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, Burroughs II 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 Burroughs II 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, 2009.

H. Attendance

Burroughs II shall maintain accurate enrollment data and daily records of student attendance and shall provide enrollment and attendance data to the Board on a daily basis. Burroughs II 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 Burroughs II. The Board shall provide Burroughs II 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 Burroughs II 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 Burroughs II funding lines, providing that the Board gives Burroughs II written notice enumerating the specific failure(s). Upon Burroughs II's compliance with any such failure(s), the Board shall reinstate access to Burroughs II'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

Burroughs II shall be held accountable by the Board in accordance with the Accountability Plan contained in Exhibit B. Due to potential 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 to conform these legal mandates and Board policies.

B. Standardized Tests

Burroughs II 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 Chief Executive Officer ("CEO"), Burroughs II shall provide a written proposal to the Board setting forth proposed terms of renewal of this Plan. The renewal proposal of Burroughs II shall contain the most recent annual report and financial statement of Burroughs II. The written proposal may contain proposed changes to this Plan that Burroughs II desires to incorporate into the renewed plan.

The Board shall provide written notice to Burroughs II indicating whether, and upon what conditions, it is willing to renew the Performance Plan, including any modified terms proposed by the Board. If Burroughs II 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 Burroughs II 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 Burroughs II was not exempted; or
5. Failed to secure a signed certification from the duly appointed or elected governing body an 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 or otherwise modified.

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 07-1024-EX8 and 08-0326-EX9 establishing the school and any amendments or modifications thereto are hereby incorporated by reference as if set forth fully herein and collectively, with the text below constitute the School Description. The School Description of Burroughs II is as follows:

Mission

The mission of Burroughs II is to empower K-8 students and their families from the local and surrounding communities to achieve academic and life long success. This will be achieved by using a combination of a data-driven approach to implementing rigorous curriculum at all grade levels, total collaboration, and implementing a community school structure which operate as a support center and family resource for a life-time of ongoing learning and service.

Vision

The vision at Burroughs II is to create a K-8 public school of choice which is highly regarded for the academic success of its students and centered on the belief, held by all associated with Burroughs II, that this will be a place where all learn to value themselves, their own talents and skills, and the way in which they can actively serve and contribute to their community.

Additional Program Information

Burroughs II plans to implement the necessary programming and supports to achieve the following educational and operational goals:

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|--------------------|---|
| Educational Goal 1 | Ninety percent of students will meet or exceed state standards on annual ISAT tests when the school is at full grade-level capacity. |
| Educational Goal 2 | Average daily attendance rate will exceed 95% by the end of the first five years. |
| Educational Goal 3 | 10% of graduates will return to serve as volunteers, tutors and aids each year, as tracked by the community liaison. This will further promote and model life long learning. |
| Educational Goal 4 | Student discipline will not be a detriment to the operations and culture of the school. Consistent student discipline policies and high student expectations and standards will be implemented school – wide. |
| Operational Goal 1 | Burroughs II will be a Community School offering social, emotional and health services, and adult education courses to its families and community beyond school hours. |
| Operational Goal 2 | Teacher retention rates at Burroughs II will be at or above 90%. Retention of highly qualified teachers is essential as we will be investing in the capacity of our staff through ongoing professional development. |
| Operational Goal 3 | Overall parent and community satisfaction with the school will grow each year due to responsive actions taken based on formative community feedback, as measured in annual surveys. |

EXHIBIT B**ACCOUNTABILITY PLAN FOR
BURROUGHS II ELEMENTARY SCHOOL**

The Board of Education ("Board") and the Burroughs II Elementary School ("Burroughs") have determined that it is in the best interests of the Board, the Burroughs II students, parents and the public to articulate clear standards for Burroughs II and to annually inform the public about the level of achievement of Burroughs II 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.

Burroughs II 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

Burroughs II's Student Performance indicators are defined and will be measured in accordance with the Board's School Performance, Remediation and Probation Policy in effect during each year of the Performance Plan and the Board's Renaissance Schools Policy, as may be amended or otherwise modified. 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

The intent of the Student Performance section is to provide a multi-faceted understanding of student performance at Burroughs II upon which Burroughs II's academic performance will be evaluated. Student Performance will be evaluated based on a series of common indicators that evaluate student performance, progress and gains as defined in the Board's School Performance Remediation and Probation Policy in effect during each year of the Performance Plan and the Board's Renaissance Schools Policy, as either may be amended or otherwise modified.

Burroughs II 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.

Burroughs II has also set the following individual goals for their first five years of operation:

- Ninety percent of students will meet or exceed state standards on annual ISAT tests by 2013.
- Average daily attendance rate will exceed 95% by the end of the first five years.

The outcome of these goals will not be used as criteria to evaluate Burroughs II's academic performance.

Burroughs II 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 Burroughs II's obligation to comply with the ISAT 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 Burroughs II, 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) School Improvement Plan (105 ILCS 5/34-2.4)
- d) The school's governance structure; and
- e) The school's designated or approved enrollment process

Burroughs II shall be evaluated annually by the Chief Executive Officer or designee on the criteria set out herein. The Chief Executive Officer shall report annually on Burroughs II's performance.

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 Burroughs II, or seriously jeopardizes the continued operation of Burroughs II. 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. Burroughs II shall abide by all applicable laws and Board Policies and Rules except as described below.

Where Burroughs II has opted out of one or more of the policies listed in Table III, Burroughs II 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 Burroughs II 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 on Domestic Violence, Dating Violence and Court Orders of Protection, Restraint or No Contact	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

Burroughs II 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 Burroughs II accountable in all of the categories established in this plan (Student Performance, Financial Management, 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.