

## Appendix A – College and Career Academy Accountability and Consequences

### ACCOUNTABILITY REQUIREMENTS

The State Board shall hold the College and Career Academy accountable for the full performance of each of the College and Career Academy comprehensive performance framework standards listed below. The College and Career Academy will receive a report on its performance on each of the standards below from the Georgia Department of Education on or before December 31st of each year of the performance contract (charter school, charter system, or strategic waivers school system). The report will include consequences that need to be implemented by the College and Career Academy as described below:

#### I. ACADEMIC PERFORMANCE STANDARDS

**Goal 1:** In each year of its current performance contract term, the College and Career Academy shall meet or exceed the following academic goals:

- a. The College and Career Academy will increase the percentage of students earning college credits via dual enrollment by \_\_\_\_% by Year 4 of the performance contract term.
- b. The College and Career Academy will increase the number of students in work-based learning programs by \_\_\_% during each year of its performance contract term.
- c. The College and Career Academy’s graduation rate will exceed that of the district and/or state by \_\_\_% during each year of its performance contract term.
- d. The College and Career Academy will increase the percentage of students who earn technical certificates by \_\_\_% by Year 4 of the performance contract term.
- e. The College and Career Academy will increase the percentage of students who are employed in a job directly related to technical certificates received or enrolled in post-secondary education (or both) within six months of graduation from high school by \_\_\_% by Year 4 of the performance contract term.

Note: Accountability for the last year of the current performance contract will occur during the first year of a renewal performance contract if granted.

#### II. GOVERNANCE PERFORMANCE STANDARDS

**Goal 2:** During each year of its current performance contract term, the College and Career Academy shall achieve all six of the following governance performance standards.

- a. All governing board members complied with all applicable open governance requirements, including policies relating to the Georgia Open Meetings Act and open records requirements.

- b. All governing board members attended all required training, including all training required for any new governing board members.
- c. The Board met a minimum of seven (7) times.
- d. Successful implementation of the Teacher and Leader Keys Effectiveness System as verified by GaDOE.
- e. All governing board members acted in accordance with the Standards for Effective Governance of a Georgia Non-Profit School Governing Board as sworn to in the Legal Compliance Affidavit included in the Annual Report, and as evidenced by a lack of any evidence to the contrary received by GaDOE and the authorizing district(s).
- f. The Board reflects the sociodemographic diversity of the community it serves.

**Goal 3:** By the last year of its current performance contract term, the College and Career Academy shall implement all Essential or Innovative Features as defined in its current performance contract in all material respects.

### III. LEGAL COMPLIANCE PERFORMANCE STANDARDS

**Goal 4:** During the last year of its prior performance contract term, the College and Career Academy shall implement all legal requirements included in the initial performance contract in all material respects.

**Goal 5:** During each year of its current performance contract term, the College and Career Academy shall implement all legal requirements included in its current performance contract in all material respects.

**Goal 6:** During the last year of its prior performance contract term and its current performance contract term, the College and Career Academy shall not do anything which results in GaDOE and the authorizing district(s) placing it on probation more than two times in a single school year (July 1 to June 30).

**Goal 7:** During the last year of its prior performance contract term and its current performance contract term, the College and Career Academy shall not do anything which results in GaDOE and the authorizing district(s) placing it on probation a total of three times.

### CONSEQUENCES

The State Board shall hold the College and Career Academy accountable for the full performance of each of the consequences listed below. Failure to implement any consequence will lead to the College and Career Academy being placed on probation; if the consequence is not implemented within 90 days of being placed on probation or within the remainder of the school year if the College and Career Academy is placed on probation within the last 90 days of the school year, the College and Career Academy agrees that its performance contract will be automatically terminated at the end of school year in which that 90-day period began. If GaDOE and the authorizing district(s)

agree that the College and Career Academy has successfully implemented the consequences below, the College and Career Academy shall be removed from probation.

### **1. Academic Performance Consequences**

**Goal 1 Consequences:** A College and Career Academy that did not meet Goal 1 shall produce a root cause analysis and implement a targeted school improvement plan based on that analysis during the school year in which Goal 1 results for the prior school year are released. The root cause analysis and targeted school improvement plan shall be available for inspection by GaDOE and the authorizing district(s) any time after January 1 of the school year in which it is implemented. Upon such review, either the authorizing district(s) or GaDOE may provide suggestions for additional root causes and/or targeted improvements.

### **2. Governance Performance Consequences**

**Goal 2 Consequences:** A College and Career Academy that did not meet Goal 2 shall produce a root cause analysis and implement a targeted governance improvement plan based on that analysis during the school year in which Goal 2 results for the prior school year are released. The root cause analysis and targeted governance improvement plan shall be available for inspection by GaDOE and the authorizing district(s) any time after January 1 of the school year in which it is implemented. Upon such review, either the authorizing district(s) or GaDOE may provide suggestions for additional root causes and/or targeted improvements.

**Goal 3 Consequences:** A College and Career Academy that did not meet Goal 3 shall produce a root cause analysis and implement a plan based on that analysis during the last year of its current performance contract term. The root cause analysis and related plan shall be available for inspection by GaDOE and the authorizing district(s) any time after January 1 of the last year of its current performance contract term. Upon such review, either the authorizing district(s) or GaDOE may provide suggestions for additional root causes and/or targeted improvements.

### **3. Legal Compliance Consequences**

**Goal 4 Consequences:** A College and Career Academy that fails in any material respect to implement any legal requirement of its prior performance contract in the last year of its prior performance contract term may be placed on probation by GaDOE and/or its authorizing district(s). If it is placed on probation for such a violation, the College and Career Academy shall produce and submit to GaDOE and its authorizing district(s) within 30 days a root cause analysis and a remedial plan based on that analysis. If the legal requirement is not implemented by the College and Career Academy within 90 days of being of the College and Career Academy being placed on probation or within the remainder of the school year if the College and Career Academy is placed on probation within the last 90 days of the school year, the College and Career Academy agrees that its performance contract will be

automatically terminated at the end of school year in which that 90-day period began.

**Goal 5 Consequences:** A College and Career Academy that fails to implement any legal requirement included in its current performance contract in all material respects may be placed on probation by GaDOE and/or its authorizing district. If it is placed on probation for such a violation, the College and Career Academy shall produce and submit to GaDOE and its authorizing district within 30 days a root cause analysis and a remedial plan based on that analysis. If the legal requirement is not implemented by the College and Career Academy within 90 days of the College and Career Academy being placed on probation or within the remainder of the school year if the College and Career Academy is placed on probation within the last 90 days of the school year, the College and Career Academy agrees that its performance contract will be automatically terminated at the end of school year in which that 90-day period began.

**Goal 6 Consequences:** A College and Career Academy that is placed on probation by GaDOE and its authorizing district(s) more than two times in a single school year (from July 1 to June 30) agrees that its performance contract will be automatically terminated at the end of school year in which it was placed on probation two times.

**Goal 7 Consequences:** A College and Career Academy that is placed on probation by GaDOE and its authorizing district(s) more than three times during the period beginning with the last year of its prior performance contract term and ending in at any time during its current performance contract term agrees that its performance contract will be automatically terminated at the end of school year in which it was placed on probation for the third time.

## **6. Performance Contract Renewal Consequences.**

The College and Career Academy also agrees to the following:

- If the College and Career Academy meets Goals 1 through 7 above, it will receive a five-year performance contract renewal.
  - If the College and Career Academy fails to meet Goal 1 above, but meets the remaining Goals, it will receive a three-year performance contract renewal during which one of the following will occur:
    - The College and Career Academy will meet the Goals included in the three-year performance contract required to earn a subsequent five-year performance contract, and a new five-year performance contract will be granted.
- OR**
- The College and Career Academy will fail to meet the Goals included in the three-year performance contract required to earn a subsequent five-year performance contract, and the College and Career Academy will be closed upon the expiration of the three-year performance contract.

