



2021-22 ANNUAL REVIEW

DYNAMIC MINDS ACADEMY

Evaluated By:

Lindsay Omlor, Director of Charter Schools
Emily Gaskill, Assistant Director of Accountability
Brenda Mescher, Assistant Director of Community Connections and Compliance

Education One, L.L.C.

TABLE OF CONTENTS

Part I: Academic Performance	3
<i>Is the school's educational program successful?</i>	
Part II: Financial Performance	19
<i>Is the school in sound fiscal health?</i>	
Part III: Organizational Performance	22
<i>Is the school effective and well run?</i>	
Part IV: School Climate	30
<i>Is the school providing appropriate conditions for student, family, and staff success?</i>	
Part V: Next Steps	31
<i>Does the school or organization require interventions moving forward?</i>	

OVERVIEW

In order to ensure its schools are operating at the highest level possible, Education One conducts an Annual Review for each school, specifically assessing the school's performance in each indicator found in their Accountability Plan Performance Framework (APPF). Indicators measure the school's Academic, Financial, and Organizational capabilities. Quantitative and qualitative data is gathered throughout the year from document submissions, routine site visits, assessment results, and survey conclusions.

Evidence of each indicator's ratings is reported to the school's Board of Directors during regularly scheduled board meetings throughout the school year, when data is available. Through continuous monitoring, Education One is able to identify trends in data over time, address key areas of concern, and highlight successes on a more frequent basis. While the process involves a significant time commitment, Education One believes that this high level of accountability, coupled with strong collaboration, will support its schools to best meet the needs of the student populations served.

Annual Review reports are presented to key stakeholders, including, but not limited to: School Board Chair, School Leader, and EMO/Superintendent (*if applicable*). A final copy of each school's Annual Review is posted on Education One's website, www.education1.org, for public viewing.

Part I: Academic Performance

The Academic Performance review gauges the academic success of the school in serving its target populations and closing equity gaps. Part I of the Annual Review consists of various indicators designed to measure success of local, state, and federal academic standards and goals. All indicators are noted in the school's Accountability Plan Performance Framework.

Overall Rating for Academic Performance	Year 1	Year 2	Year 3	Year 4	Year 5
	2019-20	2020-21	2021-22	2022-23	2023-24
	Approaching Standard	Not Applicable	Approaching Standard		

Is the school's educational program successful?		
Performance Rubric	Exceeds Standard	The school consistently and effectively complies with and presents no concerns in the indicators below.
	Meets Standard	The school complies with and presents no concerns in the indicators below.
	Approaching Standard	The school presents concerns in a minimal number of indicators and may or may not have a credible plan to address the issues.
	Does Not Meet Standard	The school presents concerns in a majority of the indicators with no evidence of a credible plan to address the issues; or the school requires an Improvement Plan.

Accountability Plan Performance Framework Indicators		Year 1	Year 2	Year 3	Year 4	Year 5
Local Academic Performance	Instruction	AS	N/A	MS		
	Attendance	AS	N/A	AS		
	Post-Secondary Support	AS	AS	AS		
	Legacy Student Achievement on Benchmark Assessment (Reading and Math)	N/A	N/A	DNMS		
	Subgroup Student Achievement on Benchmark Assessment (Reading)	N/A	N/A	MS		
	Subgroup Student Achievement on Benchmark Assessment (Math)	N/A	N/A	AS		
	Growth on Benchmark Assessment (Reading and Math)	N/A	N/A	DNMS		
	Subgroup Growth on Benchmark Assessment (Reading and Math)	N/A	N/A	DNMS		
State Academic Performance	State Accountability Grade	N/A	N/A	N/A		
	State Assessment Participation Rate	N/A	N/A	N/A		
	Legacy Student Achievement on Summative Assessment (Reading and Math)	N/A	N/A	N/A		
	Subgroup Student Achievement on Summative Assessment (Reading and Math)	N/A	N/A	N/A		
	Growth on Summative Assessment (Reading and Math)	N/A	N/A	N/A		
	Subgroup Student Growth on Summative Assessment (Reading and Math)	N/A	N/A	N/A		
	Comparison to Local Schools	N/A	N/A	MS		
	Reading Proficiency- Grade 3	N/A	N/A	N/A		
	Graduation Rate	N/A	N/A	DNMS		
College and Career Readiness	N/A	N/A	N/A			
Federal Academic Performance	Federal Accountability Rating	N/A	N/A	N/A		
	Model Attendee	N/A	N/A	N/A		
	Closing Achievement Gaps	N/A	N/A	N/A		
	Language Proficiency for English Learners	N/A	N/A	N/A		

LOCAL ACADEMIC PERFORMANCE

Instruction: Education One measures and evaluates Instruction during regularly scheduled site visits. During these visits, classroom walkthroughs are conducted, assessing the following instructional best practices:

- Instructional delivery possesses the appropriate level of rigor and relevance, whereas rigor is defined as complexity and relevance is defined as culturally affirming;
- Appropriate interventions are implemented in accordance with student IEPs;
- Checks for understanding are appropriately implemented throughout the lesson;
- Students receive timely, growth oriented feedback from the teacher to improve their instructional practices;
- Classroom management supports content delivery;
- Techniques are implemented to increase active engagement of most learners;
- Instruction is based on core learning objects and grade level standards; and
- The curriculum is implemented according to its design.

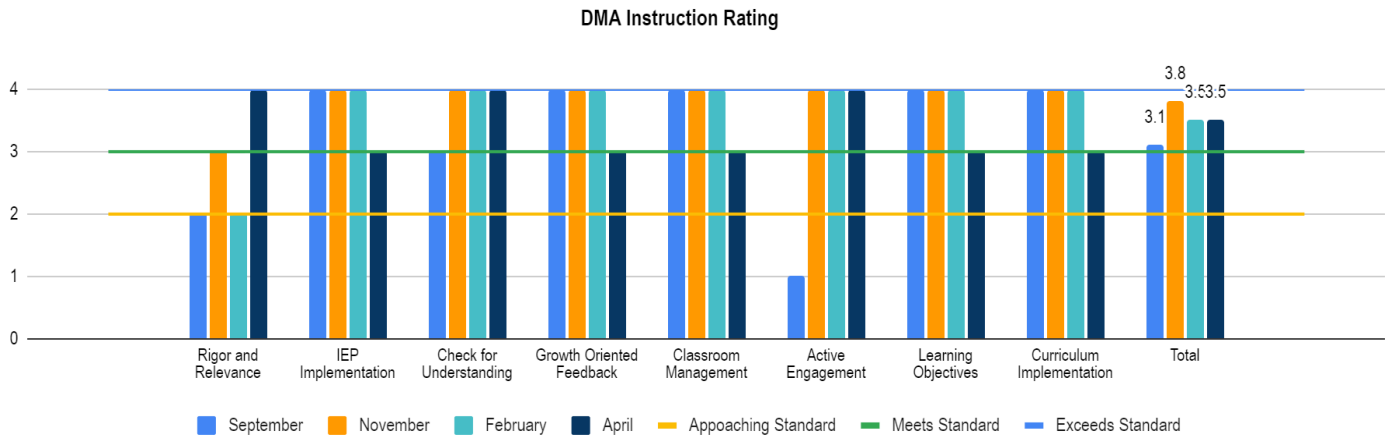
Classroom observation data is compiled to identify overarching trends across the school, both in commendations and recommendations. The school receives points (1-4) for each area observed based on the percentage of classrooms showing a concern. Points are then weighted based on the effect size the component has on student achievement and growth. The school's overall rating coincides with the sum of those weighted points. The rubric for Instruction is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
The school receives a score of 4.	The school receives a score within the range of 3.0-3.9.	The school receives a score within the range of 2.0-2.9.	The school receives a score within the range of 1.0-1.9.

The following table provides data collected throughout the 2021-22 school year and indicates the percentage of classrooms that showed a concern in each observable best practice. Boxes highlighted in yellow indicate an area that was a concern in at least a half of the classrooms observed and were recommended as areas of possible focus and/or improvement with the school's leadership team and Board of Directors during regularly scheduled site visits and board meetings.

2021-22 Site Visit Percentage of Classrooms Showing a Concern								
	Rigorous and Relevant Delivery	IEP Implementation	Checks for Understanding	Timely, Growth Feedback	Classroom Management	Active Engagement	Learning Objectives and Standards	Curriculum Implementation
Sept.	33.3%	0.0%	25.0%	8.3%	0.0%	8.3%	0.0%	0.0%
Nov.	18.2%	0.0%	9.1%	0.0%	0.0%	9.1%	0.0%	0.0%
Feb.	36.4%	9.1%	9.1%	9.1%	0.0%	9.1%	9.1%	0.0%
Apr.	25.0%	8.3%	25.0%	8.3%	8.3%	16.7%	8.3%	8.3%

The following graph illustrates the progress of each best practice throughout the year based on the percentage of classrooms that showed a concern. Consistent with the Instruction rubric, an area receiving a minimum of a '3' would be meeting standard.



Based on the qualitative and quantitative evidence collected throughout the 2021-22 school year, Dynamic Minds Academy (DMA) receives a rating of **Meets Standard** according to the school's Accountability Plan Performance Framework.

Attendance: Starting at the age of seven, students in Indiana are required to attend school regularly. The Indiana Department of Education (IDOE) defines habitual truancy as ten or more days absent from school, meaning students are required to attend school for 95% of the 180 days in a school year. The rubric for Attendance is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
The school's attendance rate is 95.0% or greater.	The school's attendance rate is between 90.0 and 94.9%.	The school's attendance rate is less than 90.0%.

The table below identifies the average attendance rate per grade level and the school's overall average attendance. DMA had an average attendance rate of 93.5% and thus, is **Approaching Standard** according to the school's Accountability Plan Performance Framework.

Attendance Breakdown					
Littles	93.1%	✘	Biggs	94.3%	✘
Middles	92.3%	✘	Whole School	93.5%	✘
Key: ✓ = Meets Standard, ✘ = Approaching Standard, ✖ = Does Not Meet Standard					

Post-Secondary Support: Education One measures the quality of a high school's post-secondary support by looking for the following characteristics:

- Students are prepared for rigorous post-secondary opportunities through challenging coursework (e.g., Advance Placement courses, internships, independent study);
- Students are motivated and prepared for post-secondary academic opportunities through high expectations;
- Sufficient material resources and personnel guidance are available to students for post-secondary options, including dual-enrollment options; and
- Graduation requirements meet or exceed graduation standard requirements for the state of Indiana.

The rubric for Post-Secondary Support is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
The school exhibits no concern in the indicator characteristics.	The school presents concerns in one of the indicator characteristics.	The school presents concerns in two or more of the indicator characteristics.

DMA offers various appropriate post-secondary opportunities for its high school students in the way of credited and life skill courses, both academically and through its therapeutic partner, The Hope Source. Appropriately high expectations are woven throughout each students' IEP and diploma track. The school also has adequate material and personnel resources to support students and families in post-secondary opportunities. The school is still working to develop graduation pathways to meet the requirements for 2023 graduates. Thus, DMA is **Approaching Standard** according to their Accountability Plan Performance Framework.

Legacy Student Achievement on Benchmark Assessment: The success of the schools implementation of its educational model and programming is measured by analyzing the achievement results of legacy students attending the school. A legacy student is defined as having attended the school for a minimum of two years.

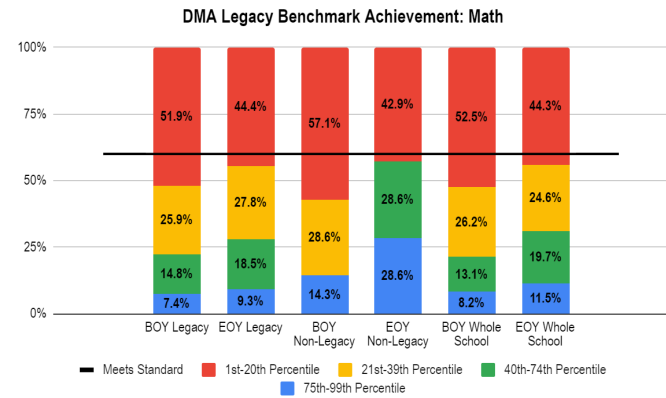
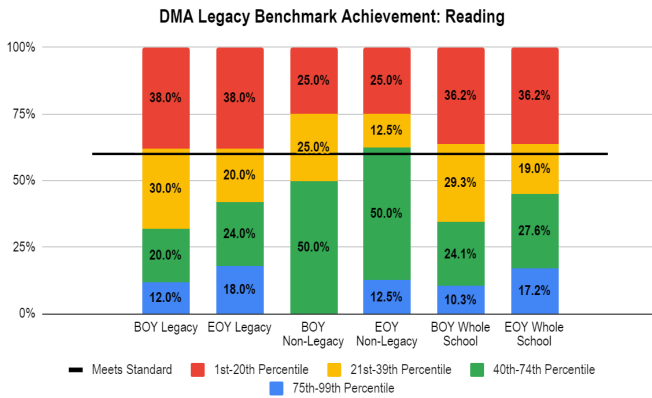
Education One requires all schools in its portfolio to measure student progress multiple times throughout the school year using an assessment tool selected by each individual school. DMA utilized Exact Path during the 2021-22 school year. This computer adaptive assessment assesses students in reading and math and is aligned to grade level standards. The rubric for Legacy Student Achievement on Benchmark Assessment is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
70.0-79.9% of legacy students demonstrated grade level proficiency according to benchmark assessment standards.	60.0-69.9% of legacy students demonstrated grade level proficiency according to benchmark assessment standards.	50.0-59.9% of legacy students demonstrated grade level proficiency according to benchmark assessment standards.	Less than 50% of legacy students demonstrated grade level proficiency according to benchmark assessment standards.

DMA gave its benchmark assessment in the fall and spring. These results were collected, analyzed, and discussed to identify areas of immediate improvement and/or celebration. To be considered on grade level a student must receive a score that is within the 50th-99th percentile rank.

At the beginning of the year in reading, 32.0% of DMA legacy students were performing on grade level. The school grew the percentage of students considered on grade level to 42.0% by the end of the year. In math, beginning of the year achievement percentages were 22.2% and increased to 27.8% by the end of the year. The following table and graphs illustrate the achievement of legacy students in reading and math for the 2021-22 school year, compared to their non-legacy peers and the school's overall achievement percentages.

	Reading			Math		
	BOY Achievement	EOY Achievement	Change	BOY Achievement	EOY Achievement	Change
Legacy Students	32.0%	42.0%	+10.0%	22.2%	27.8%	+5.8%
Non-Legacy Students	50.0%	62.5%	+12.5%	14.3%	57.1%	+42.9%
Whole School	34.5%	44.8%	+10.3%	21.3%	31.1%	+9.8%



The following tables indicate the percentage of students enrolled at DMA for at least two years, by grade level and whole school, that met achievement targets on the end of the year benchmark assessment in reading and math.

Reading				
Grade Level	Number of Legacy Students	Number of Legacy Students with Grade Level Achievement	Percentage of Grade Level Achievement Legacy Students	Achievement Target Rating
Littles	10	2	20%	✗
Middles	12	4	33.3%	✗
Bigs	28	15	53.6%	✘
Whole School	50	21	42.0%	✗

Key: ✓ = Exceeds Standard, ✔ = Meets Standard, ✘ = Approaching Standard, ✗ = Does Not Meet Standard

Math				
Grade Level	Number of Legacy Students	Number of Legacy Students with Grade Level Achievement	Percentage of Grade Level Achievement Legacy Students	Achievement Target Rating
Littles	13	1	7.7%	✗
Middles	12	5	41.7%	✗
Bigs	29	9	31.0%	✗
Whole School	54	15	27.8%	✗

Key: ✓ = Exceeds Standard, ✔ = Meets Standard, ✘ = Approaching Standard, ✗ = Does Not Meet Standard

Reading: 42.0% of legacy students were considered proficient on Exact Path’s reading assessment. Therefore, the school receives a rating of **Does Not Meet Standard**, according to the school’s Accountability Plan Performance Framework.

Math: 27.8% of legacy students were considered proficient on Exact Path’s math assessment. Therefore, the school receives a rating of **Does Not Meet Standard**, according to the school’s Accountability Plan Performance Framework.

Subgroup Student Achievement on Benchmark Assessment: Successful implementation of the educational model is also monitored by analyzing the results of the school’s represented subgroups to ensure equitable opportunities are provided for all students enrolled and achievement gaps are closing.

The school receives separate annual ratings in reading and math for each of the following subgroups with 20 or more students, based on benchmark assessment results:

- Economically Disadvantaged;
- English Learner;
- Gender;
- Race; and
- Special Education

The rubric for this sub-indicator is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
<p>The percentage of students in the identified subgroup increased overall achievement by more than 15.0% from beginning of the year to end of the year.</p> <p>OR</p> <p>70.0% or more of students in the identified subgroup demonstrated grade level achievement at the end of the year, according to benchmark assessment standards.</p>	<p>The percentage of students in the identified subgroup increased overall achievement by 10.0-15.0% from beginning of the year to end of the year.</p> <p>OR</p> <p>60.0-69.9% or more of students in the identified subgroup demonstrated grade level achievement at the end of the year, according to benchmark assessment standards.</p>	<p>The percentage of students in the identified subgroup increased overall achievement by 7.5-9.9% from beginning of the year to end of the year.</p> <p>OR</p> <p>50-59.9% or more of students in the identified subgroup demonstrated grade level achievement at the end of the year, according to benchmark assessment standards.</p>	<p>The percentage of students in the identified subgroup increased overall achievement by less than 7.5% from beginning of the year to end of the year.</p> <p>OR</p> <p>Less than 50.0% of students in the identified subgroup demonstrated grade level achievement, according to benchmark assessment standards.</p>

The following table illustrated the achievement of each subgroup of students in reading and math for the 2021-22 school year based on beginning and end of year assessment results. Data for subgroups with less than 20 students is suppressed for confidentiality purposes.

Subgroup Breakdown									
Subgroup	Pop. %	Reading				Math			
		% of BOY Grade Level Achievement Legacy Students	% of EOY Grade Level Achievement Legacy Students	Change	Achievement Target Rating	% of BOY Grade Level Achievement Legacy Students	% of EOY Grade Level Achievement Legacy Students	Change	Achievement Target Rating
Whole School	100%	32.0%	42.0%	+10.0	N/A	22.2%	27.8%	+5.6	N/A
Free/Reduced Lunch	24.5%	30.8%	46.2%	+15.4	✓	17.6%	35.3%	+17.6	✓
Male	83.7%	31.0%	40.5%	+9.5	✗	24.4%	28.9%	+4.4	✗
White	63.3%	35.5%	48.4%	+12.9	✓	17.1%	34.3%	+17.1	✓
Special Education	99.0%	32.7%	42.9%	+10.2	✓	22.2%	27.8%	+5.6	✗
<p>Key: ✓ = Exceeds Standard, ✓ = Meets Standard, ✗ = Approaching Standard, ✗ = Does Not Meet Standard</p>									

Reading: Overall, the school receives a rating of **Meets Standard** according to the school's Accountability Plan Performance Framework. Majority of subgroups met or exceeded standard, with the exception of the Male subgroup population. They were only 0.5% away from meeting the standard.

Math: Overall, the school receives a rating of **Approaching Standard** according to the school's Accountability Plan Performance Framework. Half of the subgroups at DMA were far from meeting standard.

Growth on Benchmark Assessment: Education One analyzes the percentage of students who meet or exceed growth targets established by the school's benchmark assessment. Students included in this percentage took the benchmark assessment at the beginning and end of the year. The school receives separate annual ratings for both reading and math. The rubric for this sub-indicator is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
80.0% or more of students met or exceeded established growth targets.	70.0-79.9% of students met or exceeded established growth targets.	60.0-69.9% of students met or exceeded established growth targets.	Less than 60.0% of students met or exceeded established growth targets.

The following tables indicate the percentage of students that met growth targets by the end of the year benchmark assessment in reading and math.

Reading				
Grade Level	Number of Students	Number of Students Meeting Growth Target	Percentage of Students Meeting Growth Target	Growth Target Rating
Littles	14	5	35.7%	X
Middles	14	6	42.9%	X
Bigs	30	17	56.7%	X
Whole School	58	28	48.3%	X
Key: ✓ = Exceeds Standard, ✓ = Meets Standard, X = Approaching Standard, X = Does Not Meet Standard				

Math				
Grade Level	Number of Students	Number of Students Meeting Growth Target	Percentage of Students Meeting Growth Target	Growth Target Rating
Littles	17	6	35.3%	X
Middles	13	5	38.5%	X
Bigs	29	9	31.0%	X
Whole School	59	20	33.9%	X
Key: ✓ = Exceeds Standard, ✓ = Meets Standard, X = Approaching Standard, X = Does Not Meet Standard				

Reading: 48.3% of students met growth targets on Exact Path's reading assessment. Therefore, the school receives a rating of **Does Not Meet Standard** according to the school's Accountability Plan Performance Framework.

Math: 33.9% of students met growth targets on Exact Path's math assessment. Therefore, the school receives a rating of **Does Not Meet Standard** according to the school's Accountability Plan Performance Framework.

Subgroup Student Growth on Benchmark Assessment: Growth is also measured through the lens of subgroups served at the school. The school receives separate annual ratings in reading and math for each of the following subgroups with 20 or more students, based on benchmark assessment results:

- Economically Disadvantaged;
- English Learner;
- Gender;
- Race; and
- Special Education

The rubric for Subgroup Student Achievement on Benchmark Assessment is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
80.0% or more of students in the identified subgroups met or exceeded typical growth expectations.	70.0-79.9% of students in the identified subgroups met or exceeded typical growth expectations.	60.0-69.9% of students in the identified subgroups met or exceeded typical growth expectations.	Less than 60.0% of students in the identified subgroups met or exceeded typical growth expectations.

The following table illustrates the growth made by each subgroup of students in reading and math for the 2021-22 school year based on end of year assessment data and how those percentages rate against the indicator's rubric. Data for subgroups with less than 20 students is suppressed for confidentiality purposes.

Subgroup Breakdown					
Subgroup	Population %	Reading		Math	
		Percentage of Students Meeting Growth Target	Growth Target Rating	Percentage of Students Meeting Growth Target	Growth Target Rating
Whole School	100%	48.3%	N/A	33.9%	N/A
Free/Reduced Lunch	24.5%	62.5%	✘	40.0%	✘
Male	83.7%	51.0%	✘	27.5%	✘
White	63.3%	51.45	✘	35.9%	✘
Special Education	99.0%	47.4%	✘	32.8%	✘

Key: ✓ = Exceeds Standard, ✔ = Meets Standard, ✘ = Approaching Standard, ✘ = Does Not Meet Standard

Reading: Overall, the school receives a rating of **Does Not Meet Standard** according to the school's Accountability Plan Performance Framework. The majority of subgroups were not meeting the subindicator performance metric, with the exception of Free/Reduced Lunch students, who were approaching standard

Math: The school receives a rating of **Does Not Meet Standard** according to the school's Accountability Plan Performance Framework. All subgroups were not meeting the subindicator performance metric.

STATE ACADEMIC PERFORMANCE

State Accountability Grade: Indiana has established a student-centered accountability system to calculate a letter grade given to each school. The grade encompasses the results from three domains: achievement, growth, and multiple measures. Each domain has its own indicators that make up a final score. The letter grade given to the school is a sum of those final scores weighted, based on the grade levels served within the school. For more information, including the history of Indiana’s Student-Centered Accountability from the Indiana Department of Education, click [here](#) Education One’s rubric for the State Accountability Grade is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
The school received an ‘A’ or ‘B’ for the most recent school year.	The school received a ‘C’ for the most recent school year.	The school received a ‘D’ for the most recent school year.	The school received an ‘F’ for the most recent school year OR received a ‘D’ for at least two or more consecutive years.

Indiana’s General Assembly passed legislation during the 2019 session to hold schools harmless for accountability grades for the 2018-19 and 2019-20 school years due to the newly implemented ILEARN assessment, the results of which drive many of the indicators found in the accountability system’s performance and growth domains. Schools, therefore, cannot get a lower grade in 2018-19 or 2019-20 than they had in the 2017-18 school year. Similar legislation was also passed for the 2020-21 and 2021-22 school years due to the COVID-19 pandemic. State Accountability Grades are awarded to schools in the fall of the next school year.

Accountability grades were not awarded to schools for the 2020-21 school year due to the COVID-19 pandemic. With no opportunity to increase or maintain previous accountability grades, the school receives a rating of **Not Applicable**.

State Assessment Participation Rate: The participation rate describes the percentage of students who completed the state mandated summative assessment. It is used for state and federal reporting and accountability determinations. The rubric for State Assessment Participation Rate is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
95.0-100% of students enrolled in testing grades participated in the most current state summative assessment.	85.0-94.9% of students enrolled in testing grades participated in the most current state summative assessment.	Less than 85.0% of students enrolled in testing grades participated in the most current state summative assessment.

Due to the student population served during the 2020-21 school year, 95.4% of students having an Individualized Education Program (IEP), data for this sub-indicator released by the state is not reflective of the school’s actual participation, taking into account students who may not test due to their IEP. Therefore, the school receives a rating of **Not Applicable**.

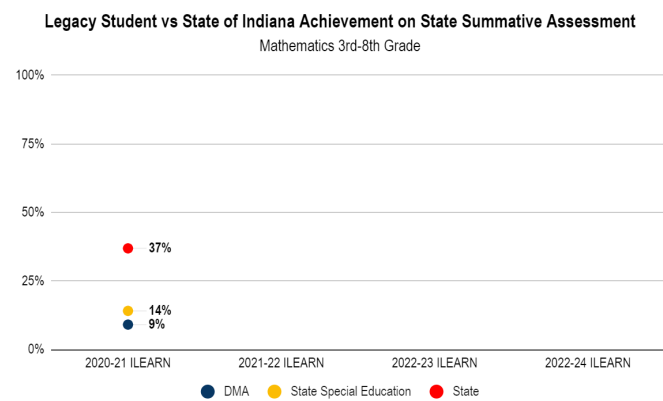
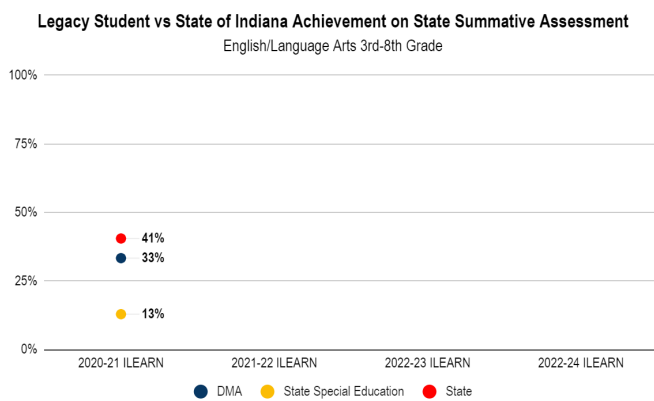
Legacy Student Achievement on Summative Assessment: Education One measures the school’s educational model by comparing the percentage of students achieving grade level proficiency to the state’s results. Students included in the percentage used for comparison are legacy students, as defined above in local academic performance. Due to DMA’s model and population of almost 100% Special Education students, legacy results are compared to the state’s Special Education results. The rubric for Legacy Student Achievement on Summative Assessment is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
The percentage of legacy students achieving grade level proficiency is greater than the state’s special education percentage.	The percentage of legacy students achieving grade level proficiency is within 0-10.0% of the state’s special education percentage.	The percentage of legacy students achieving grade level proficiency is within 10.1-20.0% of the state’s special education percentage.	The percentage of legacy students achieving grade level proficiency is 20.0% or more less than the state’s special education percentage.

The 2019-20 ILEARN assessment administration was canceled due to the school closures caused by the COVID-19 pandemic. In 2020-21, schools across the state of Indiana were tasked to complete year end summative assessments to be able to provide results that would indicate the levels of learning lost due to school closures and the COVID-19 pandemic, not to hold schools accountable for results. 12.9% of Indiana’s Special Education students in grades three through eight were proficient in English/Language Arts and 14.1% of Special Education students were proficient in math. 22.0% and 7.5% of Indiana’s Special Education students in grade 10 were proficient on the 2021 English/Language Arts ISTEP+ and math assessment, respectively.

The state saw a decrease in the percentage of Special Education students passing the ILEARN assessment by 2.8% in English/Language Arts and 4.5% in math when comparing 2018-19 results. Passing percentages increased for Special Education for both the English/Language Arts assessment, by 8.1%, and math assessment, by 2.1%.

The corresponding charts illustrate trend data for legacy students’ achievement compared to the state of Indiana during the time that Education One has authorized the school.



English/Language Arts: In Indiana, 12.9% of Special Education students in grades 3-8 met or exceeded grade-level standards on the 2021 English/Language Arts ILEARN assessment. That same year, 22.0% of Special Education students in 10th grade met or exceeded grade level standards on the ISTEP+ assessment. At DMA, 33.3% of legacy students in grades 3-8 met or exceeded grade-level standards on the 2021 English/Language Arts ILEARN assessment. Data was suppressed for the ISTEP+ due with less than 20 students taking the assessment.

Math: In Indiana, 14.1% of Special Education students in grades 3-8 met or exceeded grade-level standards on the 2021 Mathematics ILEARN assessment. That same year, 7.5% students in 10th grade met or exceeded grade level standards on the ISTEP+ assessment. At DMA, 9.1% of legacy students in grades 3-8 met or exceeded grade-level standards on the 2021 Mathematics ILEARN assessment. Data was suppressed for the ISTEP+ due with less than 20 students taking the assessment.

Schools across the state of Indiana were tasked to complete year end summative assessments to be able to provide results that would indicate the levels of learning lost due to school closures and the COVID-19 pandemic, not to hold schools accountable for results. For that reason, Education One will be providing a rating of **Not Applicable** for all state summative results from the 2019-20 and 2020-21 school years.

Subgroup Student Achievement on Summative Assessment: Similar to legacy student achievement, Education One compares the percentage of students in each subgroup served at the school who met or exceeded grade level standards to the state’s percentage of each similar subgroup. This indicator measures how successful the implementation school’s educational model is in serving special populations found in the community that may be underrepresented across the state as a whole. The rubric is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
The percentage of students in the identified subgroups demonstrating grade level achievement is greater than the state's percentage.	The percentage of students in the identified subgroups demonstrating grade level achievement is within 0-10.0% of the state's percentage.	The percentage of students in the identified subgroups demonstrating grade level achievement is within 10.1-20.0% of the state's percentage.	The percentage of students in the identified subgroups demonstrating grade level achievement is more than 20.0% from the state's percentage.

The following tables illustrate the percentage of students that met or exceeded grade level standards on the state summative assessment by subgroup for the 2020-21 school year. Data for subgroups with less than 20 students is suppressed for confidentiality purposes.

Subgroup Breakdown: English/Language Arts ILEARN 3-8						
Subgroup	School Population %	School % of Students Meeting or Exceeding Standards	State Population %	State % of Students Meeting or Exceeding Standards	Difference	Rating
Whole School	100%	33.3%	100%	40.5%	-7.2%	N/A
Female	16.7%	N/A	N/A	44.8%	N/A	N/A
Male	83.3%	N/A	N/A	36.3%	N/A	N/A
White	70.4%	33.3%	66.1%	47.1%	-13.8%	N/A
Special Education	95.4%	24.0%	15.5%	12.9%	+11.1%	N/A
Key: ✓ = Exceeds Standard, ✓ = Meets Standard, ✘ = Approaching Standard, ✘ = Does Not Meet Standard						

Subgroup Breakdown: Math ILEARN 3-8						
Subgroup	School Population %	School % of Students Meeting or Exceeding Standards	State Population %	State % of Students Meeting or Exceeding Standards	Difference	Rating
Whole School	100%	9.1%	100%	36.9%	-27.8%	N/A
Female	16.7%	N/A	N/A	35.0%	N/A	N/A
Male	83.3%	N/A	N/A	38.8%	N/A	N/A
White	70.4%	8.3%	66.1%	44.4%	-36.1%	N/A
Special Education	95.4%	15.0%	15.5%	14.1%	+0.9%	N/A
Key: ✓ = Exceeds Standard, ✓ = Meets Standard, ✘ = Approaching Standard, ✘ = Does Not Meet Standard						

DMA's ISTEP+ data was suppressed due to the low number of students taking the assessment. Similar to Legacy Student Achievement, schools will not be held accountable for the results of the 2021 state assessments and Education One will be providing a rating of **Not Applicable** for subgroup achievement and how applicable percentages compare to the state of Indiana.

Growth on Summative Assessment: Under the Indiana Growth Model, the Indiana Department of Education compares each student's growth on the state summative assessment from one year to the next and determines whether students made low, average, or high growth when compared to their academic peers. For more information, click [here](#). To measure student growth overall, Education One uses the school's median growth percentile (MGP), which summarizes student growth percentiles by ordering individual student growth percentiles from lowest to highest, and identifying the middle score, or the median. MGPs range from 1 (lowest) to 99 (highest). An MGP of 50 indicates average growth. The rubric is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
The school's Median Growth Percentile is 75 or more (top quartile).	The school's Median Growth Percentile is between 50 and 74.9.	The school's Median Growth Percentile is between 25 and 49.9.	The school's Median Growth Percentile is less than 25 (bottom quartile).

Growth data was not publicly released by the state of Indiana for the 2021 state summative assessment. Therefore, the DMA receives a rating of **Not Applicable**.

Subgroup Student Growth on Summative Assessment: Education One measures the success of the school's educational model by analyzing the percentage of students in each of the school's represented subgroups who are on target to become proficient or maintain proficiency of English/Language Arts and Mathematics standards based on growth exhibited. Student growth percentiles are used to determine whether students are making adequate growth annually to make these targets. The rubric for this sub-indicator is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
The percentage of students in the identified subgroup who are on target to become proficient or maintain proficiency is greater than the state's percentage.	The percentage of students in the identified subgroup who are on target to become proficient or maintain proficiency is within 0-10.0% of the state's percentage.	The percentage of students in the identified subgroup who are on target to become proficient or maintain proficiency is within 10.1-20.0% of the state's percentage.	The percentage of students in the identified subgroup who are on target to become proficient or maintain proficiency is more than 20.0% from the state's percentage.

Growth data was not publicly released by the state of Indiana for the 2021 state summative assessment. Therefore, the DMA receives a rating of **Not Applicable** for Subgroup Student Growth on Summative Assessment.

Comparison to Local Schools: Education One compares its portfolio schools to surrounding community schools that serve students with similar demographics and are within 10 miles of the school's location to ensure the charter school is providing a quality choice to the community. Achievement and growth results from the state summative assessment are utilized to identify how Education One schools are performing against their comparative local schools. To meet standard, a school's overall performance in both achievement and growth outpaces the comparison schools at least 75% of the time. The rubric for Comparison to Local Schools is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
The school's overall performance in proficiency and growth outpaces comparison schools 75.0-100% of the time.	The school's overall performance in proficiency and growth outpaces comparison schools 50.0-74.9% of the time.	The school's overall performance in proficiency and growth outpaces comparison schools less than 50.0% of the time.

DMA's innovative model makes it difficult to compare to specific schools, unless those schools are in direct competition based on academic and support approach of students with autism. Therefore, the following table identifies the performance measures that DMA outperformed comparison districts' and/or schools' Special Education students, which are highlighted in green.

School Name	English/Language Arts Achievement %	Math Achievement %	English Language Arts Growth % or MGP	Math Growth % or MGP
Dynamic Minds Academy	24.0%	15.0%	N/A	N/A
Charter School #1	5.1%	5.1%	N/A	N/A
Charter School #2	6.3%	6.7%	N/A	N/A
District #1	27.5%	33.8%	N/A	N/A
District #2	5.7%	5.9%	N/A	N/A
District #3	6.5%	6.2%	N/A	N/A

As previously stated, only achievement data for the 2021 state assessment was publicly released, making it the only performance measure that can be compared. DMA's proficiency outpaced comparison schools/districts 80.0% of the time in 2021. The school receives a rating of **Meets Standard**, according to the school's Accountability Plan Performance Framework, based on achievement results only.

Reading Proficiency- Grade 3: The purpose of the Indiana Reading Evaluation and Determination (IREAD-3) assessment is to measure foundational reading standards through grade three. IREAD-3 is a summative assessment that evaluates reading skills for students who are in grade three to ensure that all students can read proficiently before moving to grade four. IREAD-3 is administered two times per year, round one taking place in the spring and round two taking place in the summer for those students who did not pass the first round assessment. Education One compares its schools' passing percentage after both rounds of testing to the passing percentage of the state. The rubric for this sub-indicator is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
The percentage of students receiving a passing score after both spring and summer assessments is greater than the state's passing percentage.	The percentage of students receiving a passing score after both spring and summer assessments is within 0-10.0% of the state's passing percentage.	The percentage of students receiving a passing score after both spring and summer assessments is within 10.1-20.0% of the state's passing percentage.	The percentage of students receiving a passing score after both spring and summer assessments is greater than 20.0% of the state's passing percentage.

In 2021, DMA did not have enough students tested on the IREAD-3 and data was suppressed by the state. Therefore, the school receives a rating of **Not Applicable**.

Graduation Rate: Education One monitors the four-year cohort graduation rate of each of its high schools and how it compares to the state of Indiana as a whole. The graduation rate measures the percentage of students that successfully completed all requirements to move on from high school within four years. The rubric for Graduation Rate is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
The school's graduation rate is greater than the state's graduation rate.	The school's graduation rate is within 0-10.0% of the state's graduation rate.	The school's graduation rate is within 10.1-15.0% of the state's graduation rate.	The school's graduation rate is more than 15.0% away from the state's graduation rate.

Official graduation rates are released well into the next academic year in the state of Indiana. Therefore, 2021 cohort data was utilized for this sub-indicator rating. The state of Indiana saw a four-year cohort graduation rate of 86.7% in 2021. DMA's graduation rate was 0.0%. The school receives a rating of **Does Not Meet Standard** for Graduation Rate.

College and Career Readiness: Similar to Graduate Rate, graduates in the most recently finalized cohort enrolled in the school are included when reporting college and career readiness information. This sub-indicator measures whether students are prepared for postsecondary life by achieving college or career credentials while still in high school. This includes:

- Industry Certification;
- Completion of at least three hours of College-Level Courses;
- Passing score on an Advanced Placement exam; or
- Passing score on the International Baccalaureate exam.

Education One measures the success of a school's ability to prepare its graduates for college and/or careers by comparing the percentage of students meeting at least one of the above qualifications to that of the state. The rubric is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
The percentage of students prepared for college and/or careers is greater than the state's average percentage.	The percentage of students prepared for college and/or careers is within 0-10.0% of the state's average percentage.	The percentage of students prepared for college and/or careers is within 10.1-15.0% of the state's average percentage.	The percentage of students prepared for college and/or careers is more than 15.0% away from the average state's percentage.

Data needed to measure this sub-indicator was not publicly released for the 2021 cohort. Therefore, the school receives a rating of **Not Applicable**.

FEDERAL ACADEMIC PERFORMANCE

Federal Accountability Rating: In accordance with Every Student Succeeds Act (ESSA), Indiana developed a federal accountability system to drive student success where each school's performance is measured in relation to the respective statewide performance goals, and reflected by the following designations:

- Exceeds Expectations
- Meets Expectations
- Approaches Expectations
- Does Not Meet Expectations

The performance of all indicators is combined to determine the overall annual performance rating of the school. To learn more about Indiana's federal accountability system and ESSA click [here](#). The rubric for Federal Accountability Rating is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
The school received a rating of Exceeds Expectations.	The school received a rating of Meets Expectations.	The school received a rating of Approaches Expectations.	The school received a rating of Does Not Meet Expectation for the most recent school year OR received a rating of Approaches Expectations for at least two or more consecutive years.

No ratings were released for the 2020-21 school year. Therefore, the school receives a rating of **Not Applicable**.

Model Attendee: The state's student attendance goal measures whether students are considered "model attendees." A "model attendee" is a persistent attendee, a student who is in attendance for at least 96% of his or her enrolled days during the school year, or an improving attendee, a student whose attendance improved by at least three percentage points from the prior school year. Education One measures the success of a school's model attendee rate by comparing it to the state's rate. The rubric is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
The model attendee rate is greater than the state's percentage.	The model attendee rate is within 0-10.0% of the state's percentage.	The model attendee rate is within 10.1-20.0% of the state's percentage.	The model attendee rate is more than 20.0% away from the state's percentage.

Model attendee rates were not released for the 2020-21 school year. Data for chronic absenteeism was released. Chronic absenteeism is the rate of students who have been absent from school for at least 10 percent of the school year, for any reason. The state's percentage was 18.5%. DMA's rate was 20.3%. The school receives a rating of **Not Applicable**.

Closing Achievement Gaps: Education One utilizes data from the school's most recent state summative assessment to measure growth towards becoming proficient or maintaining proficiency of grade-level standards in reading and math for the lowest performing 25% of students in the school. The rubric is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
The percentage of students performing in the bottom 25% becoming proficient or maintaining proficiency is greater than the state's percentage.	The percentage of students performing in the bottom 25% becoming proficient or maintaining proficiency is within 0-10.0% of the state's percentage.	The percentage of students performing in the bottom 25% becoming proficient or maintaining proficiency is within 10.1-20.0% of the state's percentage.	The percentage of students performing in the bottom 25% becoming proficient or maintaining proficiency is more than 20.0% away from the state's percentage.

Data for this sub-indicator was not publicly released and the school receives a rating of **Not Applicable**.

Language Proficiency for English Learners: English language proficiency measures whether students learning the English language are on target to develop or attain English language proficiency within six years. Student Growth Percentiles (SGPs) from the WIDA ACCESS 2.0 assessment are used to determine whether students are making adequate growth to meet these targets on an annual basis. The rubric from Language Proficiency for English Learners is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
The percentage of EL students that met or exceeded growth targets is greater than the state's percentage.	The percentage of EL students that met or exceeded growth targets is within 0-10.0% of the state's percentage.	The percentage of EL students that met or exceeded growth targets is within 10.1-20.0% of the state's percentage.	The percentage of EL students that met or exceeded growth targets is more than 20.0% away from the average state's percentage.

Data for this sub-indicator was not publicly released and the school receives a rating of **Not Applicable**.

Part II: Financial Performance

The Financial Performance section gauges both short-term financial health as well as long term financial sustainability, while accounting for key financial reporting requirements. Part II of this review consists of various indicators designed to measure the overall financial viability of a school. All indicators are noted in the school's Accountability Plan Performance Framework.

Overall Rating for Financial Performance	Year 1	Year 2	Year 3	Year 4	Year 5
	2019-20	2020-21	2021-22	2022-23	2023-24
	Approaching Standard	Approaching Standard	Approaching Standard		

Is the school in good financial standing?		
Performance Rubric	Exceeds Standard	The school consistently and effectively complies with and presents no concerns in the indicators below.
	Meets Standard	The school complies with and presents no concerns in the indicators below.
	Approaching Standard	The school presents concerns in a minimal number of indicators and may or may not have a credible plan to address the issues.
	Does Not Meet Standard	The school presents concerns in a majority of the indicators with no evidence of a credible plan to address the issues; or the school requires an Improvement Plan.

Accountability Plan Performance Framework Indicators		Year 1	Year 2	Year 3	Year 4	Year 5
Financial Performance	Financial Management	MS	MS	MS		
	Enrollment Variance	DNMS	AS	DNMS		
	Current Ratio	MS	MS	MS		
	Days Cash	AS	AS	DNMS		
	Debt/Default Delinquency	MS	MS	MS		
	Debt to Asset Ratio	MS	MS	MS		
	Debt Service Coverage	N/A	N/A	N/A		

Financial Management: Education One measures the capacity of the school's financial management by the following characteristics:

- Submission of an annual audit that is timely, complete, and has identified no significant deficiency or weaknesses with the school's financial controls; and
- Submission of quarterly financial statements that are timely, complete, and able to be utilized to assess financial indicators.

These characteristics are observed on a quarterly basis as well as annually when new financial information is provided by the school and the State Board of Accounts (SBOA). Updated information is shared out at regularly scheduled school board meetings each quarter. The rubric for Financial Management is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
The school meets standard for both the financial audit and quarterly financial reporting requirements.	The school meets standard for either its financial audit or quarterly financial reporting requirements.	The school does not meet standard for either its financial audit or quarterly financial reporting requirements

The State Board of Accounts submitted their findings for DMA's 2021 fiscal year financial audit on December 21, 2021. The SBOA provided areas of recommendation for the school to address and the school provided a letter of assurance documenting the adjustment of financial procedures regarding rent or invoices from The Hope Source. Quarterly financials were submitted to Education One consistently and in a timely fashion throughout the year. For these reasons, the school receives a rating of **Meets Standard** for the 2021-22 school year.

Enrollment Variance: Indiana calculates its state tuition support for schools based on the number of students enrolled in September and February of the same school year. Enrollment variance measures the schools ability to create a budget centered on an appropriate enrollment target. The rubric for this indicator is as follows:

Exceeds Standard	Meets Standard	Approaching Standard	Does Not Meet Standard
Actual enrollment is greater than the budgeted enrollment.	Actual enrollment is between 98.0 and 100% of the budgeted enrollment.	Actual enrollment is between 93.0 and 97.9% of budgeted enrollment.	Actual enrollment is less than 93.0% of budgeted enrollment.

According to the Indiana Department of Education, DMA had an enrollment count of 105 students as of October 1, 2021. The final enrollment variance was 79.5% based on a budgeted enrollment of 132. Therefore, DMA receives a rating of **Does Not Meet Standard**.

Current Ratio: With regard to its current ratio, the school's current assets (cash or other assets that can be accessed in the next 12 months) exceed its current liabilities (debt obligations due in the next 12 months) with a ratio of 3.4 and therefore, the school receives a rating of **Meets Standard** on their Accountability Plan Performance Framework for Current Ratio. The rubric is as follows:

Meets Standard	Does Not Meet Standard
The current ratio is 1.10 or greater	The current ratio is less than 1.10

Days Cash: Additionally, Education One also calculates days cash on hand as an important measure of a charter school's fiscal health. This indicator shows how many more days after June 30, 2022 the school would be able to operate. The rubric for Days Cash is:

Meets Standard	Approaching Standard	Does Not Meet Standard
Days cash on hand is at least 90.0.	Days cash on hand is between 45.0 and 89.9.	Days cash on hand is less than 45.0.

Currently, DMA has 27.2 days cash. The school falls far below the desired metric for days cash and, for this reason, receives a rating of **Does Not Meet Standard**.

Debt/Default Delinquency: This metric is determined by both the auditor's comments in the audited financial statements and contact with the school's creditors. The rubric for Debt/Default Delinquency is as follows:

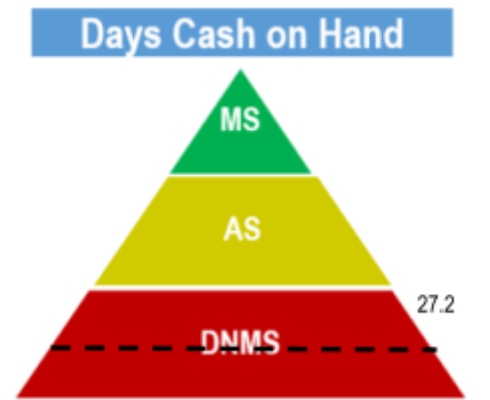
Meets Standard	Does Not Meet Standard
The school is not delinquent or in default on any outstanding loans.	The school is delinquent and/or in default on any outstanding loans.

In the case of DMA, neither its auditors nor its creditors provided any indication that the school had defaulted on its debt obligations. Based on that summary, the school receives a rating of **Meets Standard** according to its Accountability Plan Performance Framework.

Debt to Asset Ratio: Education One monitors the school's debt to asset ratio on a quarterly basis, reporting out at the school's regularly scheduled board meetings. This ratio indicates the percentage of assets that are being financed with debt. The school receives a rating of **Meets Standard**, according to the debt to asset ratio indicator, with a ratio of 0.28. The rubric for Debt to Asset Ratio is as follows:

Meets Standard	Does Not Meet Standard
The debt to asset ratio is less than 0.90.	The debt to asset ratio is 0.90 or greater.

Debt Service Coverage: Education One tracks the school's debt service coverage on a quarterly basis, similar to the other financial indicators. This indicator was not available for the school during the 2021-22 school year. The school receives a rating of **Not Applicable**.



Part III: Organizational Performance

The Organizational Performance review gauges the academic and operational leadership of the school. Part III of this review consists of various indicators designed to measure how well the school's administration and the school's Board of Directors comply with the terms of their charter agreement, applicable compliance requirements and laws, and authorizer expectations. All indicators are noted in the school's Accountability Plan Performance Framework.

Overall Rating for Organizational Performance	Year 1	Year 2	Year 3	Year 4	Year 5
	2019-20	2020-21	2021-22	2022-23	2023-24
	Meets Standard	Meets Standard	Approaching Standard		

Is the school's organizational structure successful?	
Performance Rubric	<p style="text-align: center; color: #0070c0;">Exceeds Standard</p> <p>The school consistently and effectively complies with and presents no concerns in the indicators below.</p>
	<p style="text-align: center; color: #0070c0;">Meets Standard</p> <p>The school complies with and presents no concerns in the indicators below.</p>
	<p style="text-align: center; color: #0070c0;">Approaching Standard</p> <p>The school presents concerns in a minimal number of indicators and may or may not have a credible plan to address the issues.</p>
	<p style="text-align: center; color: #0070c0;">Does Not Meet Standard</p> <p>The school presents concerns in a majority of the indicators with no evidence of a credible plan to address the issues; or the school requires an Improvement Plan.</p>

Accountability Plan Performance Framework Indicators		Year 1	Year 2	Year 3	Year 4	Year 5
Governing Board	Focus on High Academic Achievement	MS	MS	AS		
	Commitment to Exemplary Governance			AS		
	Fiduciary Responsibilities			AS		
	Strategic Planning and Oversight			AS		
	Legal and Regulatory Compliance			MS		
School Leader	Leadership	MS	MS	MS		
Compliance	Reporting Requirements	MS	MS	MS		
	English Learner Compliance	N/A	N/A	N/A		
	Special Education Compliance	MS	MS	MS		

GOVERNING BOARD

Focus on High Achievement: Education One expects governing boards to consistently work towards fulfilling the mission of the school and promises of the charter, and to know whether or not students are on track for high-level academic achievement, as evidenced by the following characteristics:

- Board members believe in the mission of the school;
- Agree on the definition of academic excellence (high-level academic achievement);
- Assume ultimate responsibility for school and student success;
- Understand how student achievement is measured in the school;
- Use student data to inform board decisions; and
- Review indicators of student success regularly to measure progress toward school goals.

Characteristics of the commitment to exemplary board governance are observed during attendance of regularly scheduled board meetings, as well as from documentation provided by the chair and board committees. The rubric for this sub-indicator is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
The governing board complies with and presents no concerns in the indicator characteristics.	The governing board presents concerns in a minimal number of the indicator characteristics with a credible plan to address the issues.	The governing board presents concerns in a majority of the indicator characteristics and/or does not have a plan to address issues.

The DMA governing board showed consistent evidence that board members not only believe in the mission and vision of the school, but assume ultimate responsibility for the success of the students and the school. While there is a basic understanding of how student achievement is measured at the school, the board is not regularly provided with updates on student achievement during scheduled meetings, outside of reports from Education One, in order to use data to inform board decisions. Based on that summary, the school receives a rating of **Approaching Standard** according to its Accountability Plan Performance Framework.

Commitment to Exemplary Governance: Education One measures the quality of a governing board through their commitment to exemplary governance, as evidenced by their ability to build and maintain a high-functioning and engaged board, and the implementation of best governance practices. More specifically, exemplary boards exhibit the following characteristics:

- Recruit and maintain a full slate of excellent board members who bring diverse skills, experiences, partnership opportunities, etc.;
- Election of a board chair who can successfully lead the board and engage all members;
- Timely removal of disengaged members from the board;
- Investment in the board’s development, through orientation for new members and ongoing training for existing members;
- Clearly defined roles and responsibilities for officers, committees, and board members;
- Employment of a robust committee structure to accomplish board work strategically and efficiently;
- Engagement during meetings through questioning, commenting, etc. based on a comprehensive review of all board materials prior to the meeting;
- Timely communication of organizational, leadership, academic, fiscal, or facility deficiencies to the Executive Director of Education One; and
- Timely distribution of board meeting materials to Education One prior to any publicly held meeting, that includes academic, financial, and organizational updates.

Characteristics of the commitment to exemplary board governance are observed during attendance of regularly scheduled board meetings, as well as from documentation provided by the chair and board committees. The rubric for this sub-indicator is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
The governing board complies with and presents no concerns in the indicator characteristics.	The governing board presents concerns in a minimal number of the indicator characteristics with a credible plan to address the issues.	The governing board presents concerns in a majority of the indicator characteristics and/or does not have a plan to address issues.

Education One values a governing board with a diverse skill set. The corresponding illustration indicates the skill sets represented on the board at the time of this report. Current board members represent varied skill sets within business, community engagement, education, and finance. However, the board needs further development in the area of legal.



The board is currently led by Board President Joel Harris. He has proven to be able to effectively lead the board. The average attendance rate for the 2021-22 year was 85.0%. All of the board's members averaged between 75.0 and 100% attendance, as noted in the corresponding graph. This indicates member investment in the school and its success. Engagement during public meetings averaged just over ten questions per meeting. The majority of the questioning came from less than 50% of the board. Based on the corresponding graph illustrating the types of questions being asked, the board is evidencing more comfortability or has been provided with more opportunity to discuss financial and organizational issues during public meetings.

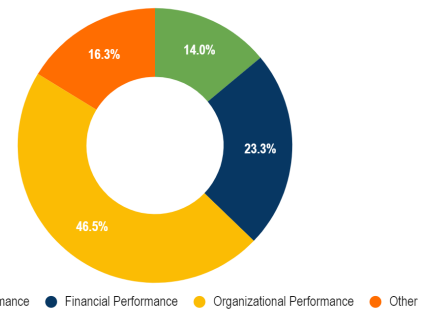
2021-22 Board Meeting Attendance



Mr. Harris maintained consistent and timely communication, including the discussion of any deficiencies, during regularly scheduled meetings with the

Executive Director of Education One. Complete and coherent meeting materials and notes were provided in a timely fashion throughout the school year.

2021-22 Board Meeting by Question Type



The board is looking to expand in numbers in order to create a more robust committee structure to support overall efficiency and strategic planning through purposeful board orientation and training. The school receives a rating of **Approaching Standard** according to its Accountability Plan Performance Framework

Fiduciary Responsibilities: Education One measures the quality of a governing board through their commitment to managing resources responsibly, expanding awareness of the program, and raising funds to support the program. More specifically, exemplary boards exhibit the following characteristics:

- Ensure that all members understand the school's finances, and receive necessary training;
- Review financial data regularly and carefully, using it to make sound decisions that protect the school's short- and long-term sustainability;
- Approve a budget each year that allocates resources strategically and aligns with the student performance goals of the school;
- Set and meet realistic fundraising goals through donor engagement to provide additional resources the school needs;
- Require that each board member make the school a top personal philanthropic priority each year; and
- Understand the political context of public charter schools and advocate for policies that promote and support the charter sector.

Characteristics of quality board governance are observed during attendance of regularly scheduled board meetings, as well as from documentation provided by the chair and board committees. The rubric for this sub-indicator is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
The governing board complies with and presents no concerns in the indicator characteristics.	The governing board presents concerns in a minimal number of the indicator characteristics with a credible plan to address the issues.	The governing board presents concerns in a majority of the indicator characteristics and/or does not have a plan to address issues.

Based on attendance to monthly board meetings and submitted board minutes, members of the DMA board are consistently presented with updated financials. The board approves annual budgets that strategically align to school needs and goals.

The school's leader, Samantha Bandy, is able to provide synopsis and explanation of any noted changes or answers to questions members may have. However, only a minimal number of board members engage in providing feedback or asking questions regarding financials, indicating that some members may not understand the school's finances and/or require training. The DMA board, as a whole, has not set a priority to investing time or other resources to the school outside of board meeting attendance. The school receives a rating of **Approaching Standard** according to its Accountability Plan Performance Framework.

Strategic Planning and Oversight: Education One believes that an effective governing board determines the strategic direction of a school, understands and respects the balance between oversight and management, and evaluates and holds school leaders and management partners accountable. More specifically, strong boards exhibit the following characteristics:

- Oversee the development of a clear strategic plan that reflects the board's vision and priorities for the school's future;
- Set annual goals for the school, board, and each board committee;
- Organize the board, its committees, and all meetings in order to meet the school's annual goals and strategic plan;
- Ensure the school leader has the autonomy and authority to manage the school while maintaining strong and close oversight of outcomes;
- Collaborate with the school leader in a way that is conducive to the success of the school, including requesting and disseminating information in a timely manner, providing continuous and constructive feedback/addressing concerns, engaging the school leader in school improvement plans and setting goals for the future;
- Maintain an up-to-date school leader and board succession plan; and
- Conduct a formal evaluation of the school leader, management partner/Education Service Provider (if applicable) and completion of a board self-evaluation, at least annually, and hold each stakeholder accountable for results.

Characteristics of quality board governance are observed during attendance of regularly scheduled board meetings, as well as from documentation provided by the chair and board committees. The rubric for this sub-indicator is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
The governing board complies with and presents no concerns in the indicator characteristics.	The governing board presents concerns in a minimal number of the indicator characteristics with a credible plan to address the issues.	The governing board presents concerns in a majority of the indicator characteristics and/or does not have a plan to address issues.

In April of 2022, the board completed and submitted a self-assessment, evaluating their strengths and areas for improvement, in relation to the school's Accountability Plan Performance Framework. This provided the board with an opportunity to evaluate their performance in order to set goals and plan strategically for the future.

Overall, the DMA board is organized to meet school goals and plans. They have ensured the school leader has the autonomy and authority to manage the school and provide strong oversight when it comes to organizational and financial decisions. The board and the school leader work collaboratively and effectively, both providing feedback to one another when defining and setting processes and

procedures for the school overall. There is a clear process for conducting formal evaluations of the school leader and management partner to ensure that each stakeholder is accountable for their roles and responsibilities.

The board is in the process of developing a clear strategic plan that reflects the vision of DMA and priorities to ensure long-term success in the future. Annual goals need to be set for the school and board to support strategic planning. Based on these findings, the school receives a rating of **Approaching Standard** according to its Accountability Plan Performance Framework.

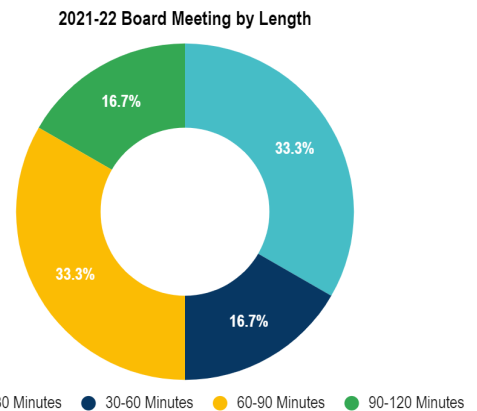
Legal and Regulatory Compliance: Education One monitors whether or not a governing board adheres to the legal and ethical duties of care, as well as meets all expectations set forth in the charter agreements and bylaws. More specifically, legally compliant boards exhibit the following characteristics:

- Hold all meetings in compliance with Indiana’s Open Door Law;
- Maintain the highest standards of public transparency by accurately documenting meeting proceedings and board decisions;
- Adherence to all terms set forth in the charter agreement;
- Comply with established board policies and procedures, including those established in the by-laws;
- Conduct routine revisions of policies and procedures, as necessary;
- Adherence to all state and federal laws, including requirements set forth by the SBOA and/or IRS; and
- Apply sound business judgment by avoiding conflicts of interest, maintaining liability insurance, observing tax requirements, etc.

Characteristics of quality board governance are observed during attendance of regularly scheduled board meetings, as well as from documentation provided by the chair and board committees. The rubric for this sub-indicator is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
The governing board complies with and presents no concerns in the indicator characteristics.	The governing board presents concerns in a minimal number of the indicator characteristics with a credible plan to address the issues.	The governing board presents concerns in a majority of the indicator characteristics and/or does not have a plan to address issues.

All meetings during the 2021-22 school year were held in compliance with Indiana’s Open Door Law and met all state and federal laws. The board maintained the highest standards of public transparency, accurately documenting meetings and board decisions, and adhering to all terms set for in the school’s charter agreement. The corresponding graph illustrates the percentage of meetings based on length. Majority of the meetings were an hour and a half or less. Therefore, the school receives a rating of **Meets Standard** according to its Accountability Plan Performance Framework.



SCHOOL LEADER

Leadership: Education One measures the quality of the school’s leadership team by looking for the following characteristics:

- Demonstration of sufficient academic and leadership experience;
- Leadership stability in key administrative positions;
- Communication with internal and external stakeholders;
- Clarity of roles and responsibilities among school staff;
- Engagement in a continuous process of improvement and establishment of systems for addressing areas of deficiency in a timely manner; and
- Consistency in providing information to and consulting with the schools’ board of directors.

Characteristics of a quality leadership team are observed during regularly scheduled site visits, communication with school leadership, and school leader reviews conducted by the governing board. The rubric for this sub-indicator is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
The school leadership team complies with and presents no concerns in the indicator characteristics.	The school leadership team presents concerns in a minimal number of the indicator characteristics with a credible plan to address the issues.	The school leader presents concerns in a majority of the indicator characteristics and/or does not have a credible plan to address the issues.

Samantha Bandy has served as Education Director for DMA since its inaugural year. Over the course of the last three school years, Ms. Bandy has demonstrated the academic and leadership experience needed to serve the students and families of the school. The leadership team has been consistent with various Special Education and academic supports throughout the 2021-22 school year. However, this leadership team will look different in size for the 2022-23 school year while maintaining the same level of support. Ms. Bandy and her leadership team continue to work diligently to ensure there is clarity in roles and responsibilities amongst DMA staff and the school's therapy partner.

Ms. Bandy communicates effectively with the school's Board of Directors and the team at Education One, providing information that is pertinent to the success of the school's overall program. She is engaged in a continuous process of improvement during each meeting and is open to feedback should there be an area of deficiency. Anything brought to the attention of Ms. Bandy is addressed appropriately and in a timely manner. Based on this summary, the school receives a rating of **Meets Standard** according to its Accountability Plan Performance Framework.

COMPLIANCE

Reporting Requirements: Education One requires its schools to submit monthly reports consistent with state reporting and what is required of the authorizer to maintain according to legislation. Education One reports the following characteristics to the governing board on a monthly basis:

- Submission of all required compliance documentation in a timely manner as set forth by Education One, including but not limited to: meeting minutes and schedules, board member information, compliance reports and employee documentation;
- Compliance with the terms of its charter, including amendments, school policies and regulations, and applicable federal and state laws;
- Proactive and productive collaboration with its board and/or management organization (if applicable) in meeting governance obligations; and
- Participation in scheduled meetings with Education One

The rubric for this sub-indicator is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
The school complies with and presents no concerns in the sub-indicator characteristics.	The school presents concerns in a minimal number of characteristics and has a credible plan to address the issues.	The school presents concerns in a minimal or majority of characteristics and/or with no credible plan to address the issues.

DMA complied with all sub-indicator characteristics, including the submission of all required documentation in a timely manner, complying with the terms of its charter, collaborating with and participating in all scheduled meetings with the Education One team. Thus, DMA receives a rating of **Meets Standard** according to its Accountability Plan Performance Framework.

English Learner Compliance: To ensure that laws and requirements are being upheld and students who are English Learners (EL) are being serviced appropriately, Education One conducts an EL compliance check on a quarterly basis, looking for the following components:

- Evidence that ILP goals are established, current, and up to date;
- Case conference meetings occur in compliance with all state and federal laws;
- Evidence of interventions and ILPs are appropriately communicated with the classroom teacher;
- Evidence of high quality interventions and ILPs are implemented;
- Staff to student ratios are adequate for providing services, in accordance with state and federal guidelines; and
- Staff have a clear understanding of legal obligations, current legislation, research, and effective practices relating to the services

The rubric for this sub-indicator is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
The school complies with all state and federal laws and provides appropriate documentation to evidence meeting each component.	The school presents concerns with documentation and/or compliance in a minimal number of the sub-indicator components but has a credible plan to address the issues.	The school presents concerns with documentation and/or compliance in a minimal or majority of the sub-indicator components and/or provides no evidence of a credible plan to address the issues.

Due to the student population, DMA receives a rating of **Not Applicable** for this English Learner Compliance.

Special Education Compliance: To ensure that laws and requirements are being upheld and students with special needs are being serviced appropriately, Education One conducts a Special Education compliance check on a quarterly basis and looks for the following components:

- Evidence that IEP goals are established, current, and up to date;
- Case conference meetings occur in compliance with all state and federal laws;
- Evidence of high quality interventions and IEPs are appropriately communicated with the classroom teacher and implemented;
- Staff have a clear understanding of legal obligations, current legislation, research, and effective practices relating to services
- Evidence that disciplinary actions are appropriate, legal, equitable, and fair;
- Staff to student ratios are adequate for providing services, in accordance with state and federal guidelines; and
- The percentage of disciplinary actions of SPED students does not exceed the percentage of students identified as SPED.

The rubric for this sub-indicator is as follows:

Meets Standard	Approaching Standard	Does Not Meet Standard
The school complies with all state and federal laws and provides appropriate documentation to evidence meeting each component.	The school presents concerns with documentation and/or compliance in a minimal number of the sub-indicator components but has a credible plan to address the issues.	The school presents concerns with documentation and/or compliance in a minimal or majority of the sub-indicator components and/or provides no evidence of a credible plan to address the issues.

The following table identifies the ratings DMA received from the compliance checks conducted during the 2021-22 school year.

Quarter 1	Quarter 2	Quarter 3	Quarter 4
Meets Standard	Meets Standard	Meets Standard	Meets Standard

Education One commends DMA and the processes and procedures it has established in ensuring compliance with Special Education laws and regulations were upheld for a school that enrolls close to 100% of students who have some type of an Individualized

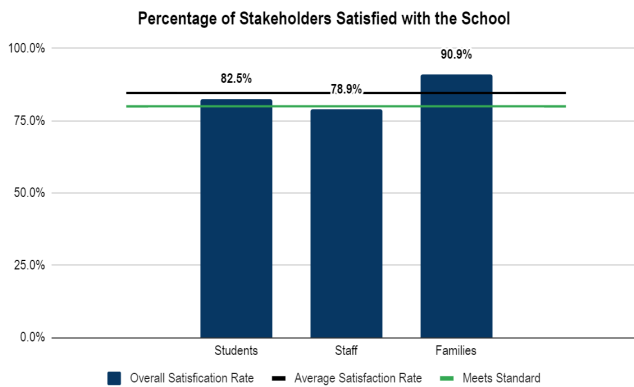
Educational Plan. The school leadership and staff at DMA understand and implement high quality interventions and strategies to serve the students with autism and other disabilities. This was evidenced throughout quarterly site visits and review of student files that were consistently up to to date. The school receives a rating of **Meets Standard** according to its Accountability Plan Performance Framework.

Part IV: School Climate

Education One requires its schools to conduct an annual third-party survey of all stakeholders, staff, students, and families, to gauge the school's effectiveness in carrying out its mission and vision. Results should be used to drive programming, policies, and procedure changes, if necessary. Survey data becomes more reliable based on the participation rate of each stakeholder. Education One's standard for survey reliability is a participation rate of at least 70.0%.

Overall Rating for School Climate	Year 1	Year 2	Year 3	Year 4	Year 5
	2019-20	2020-21	2021-22	2022-23	2023-24
	Not Applicable	Meets Standard	Meets Standard		

Meets Standard	Approaching Standard	Does Not Meet Standard
The average percentage of parents, students, and staff reporting overall satisfaction is at or above 80.0%.	The average percentage of parents, students, and staff reporting overall satisfaction is between 70.0 and 79.9%.	The average percentage of parents, students, and staff reporting overall satisfaction is less than 70.0%.



The graph illustrates the satisfaction rate of each stakeholder as well as the overall average. With a weighted satisfaction rate of 84.6%, the school receives a rating of **Meets Standard**.

While survey participation is not a metric that is measured in the Accountability Plan Performance Framework, understanding the survey's population size as well as the sample size is valuable in determining the validity of the overall survey. A school's population size is defined as the total number of possible respondents. The sample size indicates the number of completed responses the survey received. Population size and sample size are listed for each stakeholder in the table below.

DMA's Survey Participation			
Stakeholder Group	Population Size	Sample Size	Survey Participation Rate
	Total # of Possible Respondents	Total # of Actual Respondents	
Students	98	44	44.9%
Staff	18	9	50.0%
Families	91	23	25.3%

Education One believes a participation rate of at least 70% validates the satisfaction rate of each stakeholder. It is important for DMA to increase participation of all stakeholders in future surveys in order to utilize the data to make quality changes or improvements, specifically speaking to students due to local control.

Part V: Next Steps

Does the school or organization require interventions moving forward?

All schools receive high-quality authorization practices to ensure that any areas of deficiency are not due to inadequate authorization. Education One couples oversight and support to ensure that each school remains autonomous in a structure of high expectations and continuous improvement. The authorizer utilizes a Tiered System of Support Rubric to tier each of its schools on a bi-annual basis at the end of the 2nd and 4th quarter of the school year. Schools can be moved in and out of tiered levels based on need at any point throughout the school year. The areas that Education One considers when tiering its school are:

- Number of years in which a school has been in existence;
- Leadership capacity and experience;
- Staffing of effective and/or highly effective teachers;
- Instructional ratings from regularly scheduled site visits;
- Progress towards achievement in reading and math;
- Growth in reading and math; and
- Subgroup growth in reading and math.

Education One’s monitors progress towards goals found in the Accountability Plan Performance Framework through the following supports. The level and quantity of these supports will depend on the tier in which the school has been placed.

- Site Visits: Members of the Education One Team and the school’s leadership team conduct classroom walkthroughs to identify overall commendations and recommendations to ensure that instructional best practices are being implemented throughout the school.
- EL and SPED Compliance Checks: Education One’s Assistant Director Community Connections and Compliance observes files and implementation of EL/SPED programs of the school to ensure that applicable laws, regulations, and best practices are followed with these special populations.
- Academic Support Checks: Education One’s Assistant Director of Accountability collaborates with school leadership teams to help them reach more school specific goals, analyze data, and formulate improvement plans to ensure that schools are on track to meeting their accountability goals set forth in the Accountability Plan Performance Framework.
- Reporting Requirements: Schools provide the authorizer with reports based on statutory requirements and other important information regarding staffing, enrollment, board compliance, etc.
- Board Meetings: Members of the Education One Team attend regularly scheduled board meetings of each of its schools to monitor board governance indicators and provide status updates to all stakeholders on the school’s academic, financial, and organizational performance.

School Supports by Tier

Tier I Supports 2.6-3.0 points	Tier IIa Supports 2.1-2.5 points	Tier IIb Supports 1.6-2.0 points	Tier III Supports 1.0-1.5 points
<ul style="list-style-type: none"> ● <u>Site Visits</u>: Quarterly ● <u>Compliance Check</u>: Quarterly ● <u>Academic Support</u>: 3x (Data) ● <u>Reporting Requirements</u>: Monthly ● <u>Board Meetings</u>: Based on Board Schedule 	<ul style="list-style-type: none"> ● <u>Site Visits</u>: Quarterly ● <u>Compliance Check</u>: Quarterly ● <u>Academic Support</u>: Monthly ● <u>Reporting Requirements</u>: Monthly ● <u>Board Meetings</u>: Based on Board Schedule 	<ul style="list-style-type: none"> ● <u>Site Visits</u>: Monthly ● <u>Compliance Check</u>: Quarterly ● <u>Academic Support</u>: Monthly ● <u>Reporting Requirements</u>: Monthly ● <u>Board Meetings</u>: Based on Board Schedule 	<ul style="list-style-type: none"> ● <u>Site Visits</u>: Monthly ● <u>Compliance Check</u>: Quarterly ● <u>Academic Support</u>: Monthly with Bi-Weekly Improvement Plan Checks ● <u>Reporting Requirements</u>: Monthly ● <u>Board Meetings</u>: Based on Board Schedule

DMA Tiered Support Rubric			
	Tier I: 3 points	Tier II: 2 points	Tier III: 1 point
Organizational			
New School	The school has been in existence for a minimum of 2 years.	The school has been in existence for less than 2 years but is a part of an established network of schools.	The school has been in existence for less than 2 years.
Leadership	The school leader has been rated as effective and/or highly effective, has experience leading in an Education One school, and engages in a continuous process of improvement.	The school leader meets at least two of the Meets Standard criteria.	The school leader meets one or none of the Meets Standard criteria.
Staffing	80% of classrooms have effective and/ or highly effective teachers.	70-79.9% of classrooms have effective and/ or highly effective teachers.	60.0% or less of classrooms have effective and/ or highly effective teachers.
Academics			
Instruction	The school received an average of 3.0-4.0 points during a semester of observations.	The school received an average of 2.5-2.9 points during a semester of observations.	The school received an average of less than 2.5 points during a semester of observations.
Progress Towards Achievement: Reading	<p>The percentage of students considered on grade level has increased by at least 5% from BOY to MOY.</p> <p>OR</p> <p>The percentage of students considered on grade level has increased by at least 10% from BOY to EOY.</p> <p>OR</p> <p>The school has reached the APPF goal for achievement.</p>	<p>The percentage of students considered on grade level has increased by 2.5-4.9% from BOY to MOY.</p> <p>OR</p> <p>The percentage of students considered on grade level has increased by 4.9-9.9% from BOY to EOY.</p> <p>OR</p> <p>The school is approaching the APPF goal for achievement.</p>	<p>The percentage of students considered on grade level has increased by less than 2.5% from BOY to MOY.</p> <p>OR</p> <p>The percentage of students considered on grade level has increased by less than 4.9% from BOY to EOY.</p> <p>OR</p> <p>The percentage of students considered on grade level has decreased from BOY to MOY or BOY to EOY.</p>
Progress Towards Growth: Reading	<p>The percentage of students meeting growth goals has increased by at least 5% from BOY to MOY.</p> <p>OR</p> <p>The percentage of students meeting growth goals has increased by at least 10% from BOY to EOY.</p> <p>OR</p> <p>The school has reached the APPF goal for growth.</p>	<p>The percentage of students meeting growth goals has increased by at least 2.5-4.9% from BOY to MOY.</p> <p>OR</p> <p>The percentage of students meeting growth goals has increased by at least 4.9-9.9% from BOY to EOY.</p> <p>OR</p> <p>The school is approaching the APPF goal for growth.</p>	<p>The percentage of students meeting growth goals has increased by less than 2.5% from BOY to MOY.</p> <p>OR</p> <p>The percentage of students meeting growth goals has increased by less than 4.9% from BOY to EOY.</p> <p>OR</p> <p>The percentage of students meeting growth goals has decreased from BOY to MOY or BOY to EOY.</p>
Progress Towards Achievement: Math	<p>The percentage of students considered on grade level has increased by at least 5% from BOY to MOY.</p> <p>OR</p> <p>The percentage of students considered on grade level has increased by at least 10% from BOY to EOY.</p> <p>OR</p> <p>The school has reached the APPF goal for achievement.</p>	<p>The percentage of students considered on grade level has increased by 2.5-4.9% from BOY to MOY.</p> <p>OR</p> <p>The percentage of students considered on grade level has increased by 4.9-9.9% from BOY to EOY.</p> <p>OR</p> <p>The school is approaching the APPF goal for achievement.</p>	<p>The percentage of students considered on grade level has increased by less than 2.5% from BOY to MOY.</p> <p>OR</p> <p>The percentage of students considered on grade level has increased by less than 4.9% from BOY to EOY.</p> <p>OR</p> <p>The percentage of students considered on grade level has decreased from BOY to MOY or BOY to EOY.</p>

Progress Towards Growth: Math	<p>The percentage of students meeting growth goals has increased by at least 5% from BOY to MOY.</p> <p>OR</p> <p>The percentage of students meeting growth goals has increased by at least 10% from BOY to EOY.</p> <p>OR</p> <p>The school has reached the APPF goal for growth.</p>	<p>The percentage of students meeting growth goals has increased by at least 2.5-4.9% from BOY to MOY.</p> <p>OR</p> <p>The percentage of students meeting growth goals has increased by at least 4.9-9.9% from BOY to EOY.</p> <p>OR</p> <p>The school is approaching the APPF goal for growth.</p>	<p>The percentage of students meeting growth goals has increased by less than 2.5% from BOY to MOY.</p> <p>OR</p> <p>The percentage of students meeting growth goals has increased by less than 4.9% from BOY to EOY.</p> <p>OR</p> <p>The percentage of students meeting growth goals has decreased from BOY to MOY or BOY to EOY.</p>
Subgroup Growth: Reading	75-100% of identified subgroups outgrew the same subgroups of the local school district.	50-74.9% of identified subgroups outgrew the same subgroups of the local school district.	Less than 50% of identified subgroups outgrew the same subgroups of the local school district.
Subgroup Growth: Math	75-100% of identified subgroups outgrew the same subgroups of the local school district.	50-74.9% of identified subgroups outgrew the same subgroups of the local school district.	Less than 50% of identified subgroups outgrew the same subgroups of the local school district.

Total Number of Points	Average Points	Tier Designation for July-December 2022
18	2.3	Tier IIa

Education One commends the school for the following:

- Establishing strong academic coaching processes and supports for all teachers through a tiered approach.
- Maintaining strong Special Education systems to ensure IEPs were established, up to date, and included strong interventions that were implemented in each classroom.
- Differentiating course opportunities for students in high school.
- Participating in collaborative efforts with Education One in the implementation of instructional best practices.
- Increasing the percentage of students considered on grade level for both reading and math from the beginning of the year to the end of the year.

Improvement in the following areas is required for the 2022-23 school year:

- Establish clear policies and procedures around assessments to ensure the maximum number of students participate in order to use data to drive decisions.
- Recruit members to the board with educational and legal expertise, training new and/or existing board members in areas of governance found in the school's Accountability Plan Performance Framework.
- Participate in strategic planning to identify annual and/or long-term goals for the school in the areas of academics, finances, and organization.
- Hit enrollment targets in order to ensure long term financial sustainability of the program.