

PRIORITY	GOAL	ACTION	INDICATOR	Progress	July 2022	March 2023	March 2024	
1: Student Achievement & Social Emotional Well-Being	Data-driven decision making	Provide additional opportunities to measure student progress and rigor for post-secondary readiness	From the performance framework: 75-85% of eligible students will take at least one of the available post-secondary readiness assessments	- Incorporated into the performance framework - Launched Accuplacer pilot - Currently operational (March 2024)	Getting Started	On-Track	Achieved	
		Use data from NWEA MAP to drive student achievement	100% of schools administer MAP assessments in assigned grade levels and submit actions plans based on the results	- Required schools to submit MAP action plans based on their analysis of results - Currently operational (March 2024)	On-Track	On-Track	Achieved	
		Design and launch support structures, including professional learning opportunities to deepen awareness, analysis of data	MCSC will hold two PD sessions for SLs to deepen data practice and 85% attendees will report that the sessions build leadership team capacity to anlysis and action plan from data	- We are in the process of developing a scope and sequence for leaders (S&S paused) - Members of the MDOE Data Team joined two SL Meetings to discuss assessmnet data, data alignment + reporting (March 2024)	Getting Started	Getting Started	Abandoned	
		Use Panorama data to improve teacher, student + staff experience	100% schools administer Panorama student, teacher and family surveys and analyze the data to improve teacher, student + staff experience	- Expanded monitoring of survey in performance framework - Currently operational (March 2024)	On-Track	On-Track	Achieved	
	School Leader Development	MCSC facilitates monthly school leader meetings to share best practices on topics that school leaders and MCSC generate	MCSC will hold monthly school leader meetings and 85% of attendees will report that meetings are, at minimum, a good use of time	- Facilitate meetings monthly - Host office hours monthly - Currently operational (March 2024)	On-Track	On-Track	Achieved	
		Monthly professional development meetings for SLs on topics that are adaptive to trends and needs surfaced from school leaders and portfolio success (Establish Lunch and Learn)	MCSC will hold a series of sessions for SLs to deepen practice and 85% attendees will report that the sessions build leadership team capacity	- Learning opportunities incorporated into monthly SL Meetings	Not Started	Not Started	Abandoned	
	Performance Framework	Revise a PF with criterion that align with the best practices of high performing charter schools	100% of charter schools meet 80% of the criterion outlined in the Performance Framework	Performance framework was adopted by the Commission in June 2022 and Revised in February 2024	On-Track	On-Track	Achieved	
	2: Sustained Excellence	Model Board	Commission develops systems and processes that provide for higher functioning and thoughtful decision making	MCSC implements model committee structure to improve governance practices and school oversight and self-reports that committee have increased Commission function and decision making	- Committees are operational (March 2024) - Commission self-assessment results noted the effectiveness of committee work	On-Track	On-Track	Achieved
				MCSC implements model governance policies and self-reports that committee have increased Commission function and decision making	- Polices are not yet fully analyzed and documented	Not Started	Getting Started	Partially Achieved
			Commission demonstrates trust and transparency as a state agency and remains in compliance with established open meetings laws and best practices	-90% of MCSC public meeting agendas and materials are posted within 5 days prior to each meeting. -90% of MCSC approved meeting minutes are posted within 5 days of approval -100% of MCSC's public meeting meet FOIA requirements	- All agendas are published prior to the Commission Meeting - Revised the board packet to streamline documents and evidence - Revised meeting cadence to facilitate decision making - Gap: Committee agendas published, meeting cadence in place	On-Track	On-Track	Achieved
Commission members participate in continuous improvement opportunities			- Commission Members participate in 80% of recommended board development opportunities. - Quarterly PD operational (March 2024)	- Launched NCSI led PD series	Not Started	On-Track	Achieved	
Policy Impact		Impact legislative decision making	Develop a legislative strategy, including staffing the Commission at 100% of members with current seat terms	- 100% of seats filled - Have not documented a legislative strategy	Not Started	Getting Started	Partially Achieved	

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	Build Coalitions	Build a productive and positive relationship with the Commissioner's office	Meet yearly with MDOE Commissioner's office to present and review the annual report	- Annual presentations with the Commissioner on the Annual Report - Enhanced the annual report to the Commissioner with more information to align systems (budget, SPED, etc)	On-Track	On-Track	Achieved
		Connect board chairs to ensure stronger relationships across the portfolio of schools and foster collaboration	Quarterly board chairs meetings are attended by 80% of the schools	- Successful pilot in SY2022 - Operational quarterly board chair PD (March 2024) - Have not reached indicator of 80% attendance	On-Track	On-Track	Partially Achieved
		Build strong relationships with national partners to advance the effectiveness of MCSC	MCSC reports that relationships with the following national partners have increased effectiveness: NACSA, Authorizing for All, Virtual Schools, A-GAME, National Charter Schools Institute, New Schools Venture Fund, Charter School Growth Fund, National Authorizers	- Partnerships established with NACSA, Authorizing for All, Virtual Schools, A-GAME, National Charter Schools Institute, National Authorizers	On-Track	On-Track	Partially Achieved
		Build strong relationships with local and regional partners to advance the effectiveness of MCSC	MCSC reports that relationships with the following local partners have increased effectiveness: Education Action Forum	- Education Action Forum has dissolved - Partnership with the newly launched Charter School Alliance	Not Started	Getting Started	Achieved
3: Boards	Interactions between boards and Commission	Board Chairs take place in Quarterly Board Chair meetings hosted by MCSC to focus on board development and collaboration	80% of Board Chairs take place in Quarterly Board Chair meetings hosted by MCSC and report that the collaboration has caused a directly positive impact on their school community	- Successful pilot in SY2022 - Operational quarterly board chair PD (March 2024) - Have not reached indicator of 80% attendance - Have not solicited formal feedback from the school boards	On-Track	On-Track	Partially Achieved
		MCSC ED establishes a routine to meet regularly with each board chair to build relationships and offer guidance	100% of Board Chairs meet regularly with ED	- Midyear meetings/End of Year Meetings	Not Started	On-Track	Achieved
	Board Training	All Board Members participating in annual MCSC development courses to improve board efficacy	80% of Board members participate in MCSC online board training modules (minimum requirements outlined in PF and HERE)	- Successful pilot in SY2022 - School Board Online modules are fully operational - Have not reached indicator of 80% attendance (March 2024)	Getting Started	On-Track	Partially Achieved
		Board Member Orientation	-MCSC will contact each new governing board member and share the MCSC resource for new governing board members - 80% of new board members will complete the required board training development provided by MCSC	- MCSC resources updated and ready to distribute - Have not consistently distributed documents to all new board members - Have not reached 80% participation goal (March 2024)	Not Started	Getting Started	Stalled
	Exemplar Documents	MCSC makes available model resources and documents to aid in strong board governance (exemplar agendas, annual plans, etc.)	-MCSC publishes board governance exemplar documents on website -MCSC trains all boards in exemplar document use	-2021 Policy Training Complete	Not Started	Getting Started	Abandoned
	Tools for Board Recruitment	MCSC makes available board recruitment resources, such as model job descriptions, job members posting, onboarding.	MCSC publishes board recruitment resources on website		Not Started	Not Started	Abandoned
		MCSC dedicates space on the website to publish board recruitment resources and direct link(s) for interested parties	MCSC trains all boards in board recruitment	- Started website development and have dedicated space planned for board recruitment resources - Have shared several board recruitment documents with schools	Getting Started	Getting Started	Abandoned

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4: Innovation	State and National Partners	Develop close partnership with NACSA, including participating in professional development and contracting support services	MCSC staff report high level of engagement and satisfaction with national partner collaboration and development	- Formal contract with NACSA	Getting Started	On-Track	Achieved	
		Develop close partnership with NCSI, including participating in professional development and co-creating board training modules	Board members report high level of engagement and satisfaction with online board training developing with NCSI	- Formal contract with NCSI (board chair and Commission Member PD)	On-Track	On-Track	Achieved	
	Funding	MCSC establish relationships with charter school financial, development and facilities experts in order to increase MCSC expertise and improve charter school services offerings	3+ schools utilize the financial, development or facilities resources curated by MCSC	- Have shared curated resources with all school leaders and board chairs - Have shared grant opportunities with schools as they arise - Cultivating partnership with organizations that support fundraising for charters (March 2024)	Getting Started	Getting Started	Partially Achieved	
	Collaborate with similar organizations	MCSC diagnoses trends in Maine charter school challenges and establishes relationship with industry experts to increase services offerings and school efficacy	All schools utilize expertise collected by MCSC to improve school programming and efficacy	- Lotterease - Lincoln Barretta - Infinite Campus - NWEA - Panorama - Board on Track - Marshall Communications - FundED	On-Track	On-Track	Achieved	
	Enhance teacher capacity	Charter school teachers engage in quality MDOE professional development (Modern Classroom Project)	80% of charter school teachers who complete the MCP recommend MCP and utilize the tools in the MCP	- 8 teachers completed MCP - Other teachers will complete the summer program - 100% of participating teachers recommend the program to a colleague	On-Track	On-Track	Achieved	
	Best Practice Sharing	See SL Development Goal in Section #1:		- MCSC facilitates monthly school leader meetings to share best practices on topics that school leaders and MCSC generate - Monthly professional development meetings for SLs on topics that are adaptive to trends and needs surfaces from school leaders and portfolio success (Establish Lunch and Learn) - Abandoned the above Lunch and Learn idea	On-Track	On-Track	Partially Achieved	
5: Engage Stakeholders	Report Charter School Performance to spread positive word	Establish relationship with external communications firm to develop and execute a charter messaging campaign and share charter school performance to a broad audience	Charter school media traffic increases at least 25% with positive messaging	- Have initiated a relationship with Marshall Communications - Have completed some marketing work with Serra Communications - Ongoing contract with Marshall to raise awareness of charter school performance	Getting Started	Getting Started	Achieved	
		Leverage publication of annual performance report to spread information about charter school performance to a wide audience		- Annual Report to the Commissioner distributed widely within the state government - Report sent to PR firm to support raising charter awareness	Not Started	Not Started	Achieved	
	Parent Engagement	Implement a measure for collecting charter school family satisfaction (Panorama)	All charter schools use the Panorama family survey and report results to the MCSC			Getting Started	Getting Started	Achieved
		Report families satisfaction rates in Performance Report	Results from 3/3 required scales* on the Family Panorama School Climate Survey will be within the average range (50% or higher) when compared to like schools (% FRL, grade band, urban/rural).			Getting Started	Getting Started	Achieved

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	Full Enrollment	Conduct a market analysis for each charter school that examines enrollment potential	100% of charters are fully enrolled	- MCSC shared the available catchment area student numbers with each school and with the Commission - All charters are within the target enrollment range	Getting Started	Getting Started	Achieved
		Contract with an external expert to support schools to increase student enrollment (Lincoln Barretta)		- The majority of charter schools have increased enrollment - 3 charters were approved to increase target enrollment	Getting Started	Getting Started	Achieved
	Brand for strong educators: "Set the stage for school excellence in Maine"	Establish relationship with external communications firm to develop and execute a charter messaging campaign that will recruit top educators to Maine charters		- Have initiated a relationship with Marshall Communications - Completed limited marketing work with Serra Communications - No data to support if efforts have yielded greater educator recruitment	Not Started	Getting Started	Partially Achieved
		Establish a compelling runway/environment for high-performing charter schools to open and operate in Maine	Maine charter educator applications increase by at least 10%	- MCSC website redesign	Not Started	Getting Started	Stalled