

**Objective:** Achieve all Meets and Exceeds on the Maine Charter School Performance Framework by School Year 2027-2028.  
**Process:** Identify the areas of greatest need and identify short and long-term goals for those areas.

**Directions:** Make a copy of this sheet and save it with your school's name. Review your school's Performance Framework from School Year 2022-2023. Choose 5 indicators that are important to your school over the name

Indicator	Description	2022-23 Performance <b>BASELINE</b> (Even if not assessed formally)	Short term Goal for SY 2024-25 <b>NEXT YEAR</b>	Action Steps for SY 2024-25 <b>NEXT YEAR</b>	Long Term Goal SY 2027-2028 <b>FIVE YEARS</b>
Student Attendance		CRCS reported 38% of students were chronically absent	Decrease in student chronic absenteeism by 3% (from 38% to 35%)	<ul style="list-style-type: none"> <li>● Establish an attendance team made of staff from across the district</li> <li>● Identify two staff that reach out to absentee families on the same days weekly</li> </ul>	Decrease in chronic absenteeism to no greater than 25%
Family Panorama Participation		In 22-23, 29% of families participated	Increase family participation to 35%	<ul style="list-style-type: none"> <li>● Incentivize family participation in the survey</li> <li>● Implement a follow-up</li> </ul>	Maintain a minimum of 35% and increase each year

				<p>protocol to ensure that families have participated</p> <ul style="list-style-type: none"> <li>• Deliberate social media strategy to put Panorama participation at top of mind for families during the window</li> </ul>	
School Climate Based on Student Responses in Panorama Survey		In 22-23, we were in 30th percentile		<ul style="list-style-type: none"> <li>• Design and implement a facilitation plan for the Panorama Survey that includes clear directions, learning community engagement, and building leadership presence</li> <li>• Consistent use of restorative practices and use of positive behavioral supports</li> <li>•</li> </ul>	Meets Expectations: All 4 out of 4 required scales in the average range for like schools.
Reading		In 22-23, 17.1%			

Achievement for Students with IEPs		of students with IEP			
Reading achievement growth for grades 3-8 students with IEPs					

SMART GOALS

<b>S Specific</b> In this case, list the Performance Indicator.	<b>M Measurable</b> How will you measure it at the end result? How will you benchmark performance throughout the year?	<b>A Assignable</b> Who is responsible for developing the strategy and holding the school accountable?	<b>R Reasonable</b> What is an achievable target for School Year 2024-2025 and 2027-28. If you cannot "Meet" by 2027-28, what is reasonable to expect?	<b>T Time-related</b> Identify when you will be able to "check in" on goal progress and how
School wide Student attendance	Attendance records	CRCS Board in collaboration with the school Leadership Team	Improvement of a minimum of 3%, from 38% to 35% of students chronically absent	Monthly check-ins at Board meetings. Data will

Family Engagement: Low participation in Panorama Survey	Panorama survey participation and tracking charts	Leadership Team in collaboration with Academic Excellence Committee	Improved parent participation in Panorama Survey from 29% to 35%	June business meeting of the Board
School Climate based on student response to Panorama Survey	Panorama Survey results	School Leadership Team with collaboration with the Academic Excellence Committee	Improve	
Reading achievement growth for grades 3-8 students with IEPs	NWEA results	Leadership Team with specific input from Director of Special Services Academic Excellence Committee	Improve from 29% meeting growth targets to	
Math Achievement for Students with IEPs	NWEA Results			
Reading Achievement growth for Grades 3-8 students (regular education)				

Math Achievement growth for Grades 3-8 students				
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Short Term Goal:

1. By June 2025, CRCS will increase attendance by decreasing chronic absenteeism from 38% of learners chronically absent to 35% chronically absent, as measured by delegated staff.
2. By June 2025, CRCS will increase the participation for the family Panorama survey from 29% to 35% as measured by Panorama.
3. By June 2025, CRCS will rate as “approaching expectations” on at least 3 of the 4 required scales in Panorama on the learner survey for school climate.
4. By June 2025, CRCS will increase reading achievement \_\_\_\_ in learners who have been at CRCS for 1-3 years as measured by NWEA or comparable Thru Year Data.
5. By June 2025, CRCS will increase math achievement \_\_\_\_ in learners who have been at CRCS for 1-3 years as measured by NWEA or comparable Thru Year Data.

Long Term Goal:

Approaching Expectations: At least 3 of the 4 required scales in the average range for like schools

## Creating Strategies

**Objective:** Identify the strategies that would help your school meet its goals by fully understanding the strengths, weaknesses, opportunities, and threats to ensure that the strategies are Implementable, Affordable, and Realistic.

Short Term Goal: By the end of SY25,

Long Term Goal:

	Helpful to Achieve the Goal	Harmful to Achieve the Goal
Internal levers	Strengths	Weaknesses
External levers	Opportunities	Threats

Strategy that builds on your strengths and opportunities while fail safing against weaknesses and threats.

Strategy 1:

Strategy 2:

Short Term Goal:

Long Term Goal:

	Helpful to Achieve the Goal	Harmful to Achieve the Goal
Internal levers	Strengths	Weaknesses
External levers	Opportunities	Threats

Strategy that builds on your strengths and opportunities while fail safing against weaknesses and threats.

Strategy 1:

Strategy 2:

Short Term Goal:

Long Term Goal:

	Helpful to Achieve the Goal	Harmful to Achieve the Goal
Internal levers	Strengths	Weaknesses
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Strategy that builds on your strengths and opportunities while fail safing against weaknesses and threats.

Strategy 1:

Strategy 2:



Short Term Goal:

Long Term Goal:

	Helpful to Achieve the Goal	Harmful to Achieve the Goal
Internal levers	Strengths	Weaknesses
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Strategy that builds on your strengths and opportunities while fail safing against weaknesses and threats.

Strategy 1:

Strategy 2:

Short Term Goal:

Long Term Goal:

	Helpful to Achieve the Goal	Harmful to Achieve the Goal
Internal levers	Strengths	Weaknesses
External levers	Opportunities	Threats

Strategy that builds on your strengths and opportunities while fail safing against weaknesses and threats.

Strategy 1:

Strategy 2: