

**Benchmark 1: Student Performance:** The school has met or exceeded achievement indicators for academic proficiency, trends toward proficiency, similar schools, college and career readiness, an dhigh school graduation, if applicable. Proficiency at the elementary/middle school level shall be defined as achieving a performance level of 3 or higher on Grade 3-8 state assessments in ELA, math, and science. At the high school level, passing shall be defined as obtaining a Regents exam score of 65 or higher.

**What rating did you receive on your fall 202 renewal report?** *Falls Far Below*

Strategy	Strategy Name	Measures to Gauge Strategy Effectiveness	Outcome	Evidence/Indicators Reported to Board
1	Implementation of i-Ready K-6	Implementation of i-Ready diagnostic at the beginning of the year, growth monitoring data reports throughout the school year, and diagnostic at the end of the year	Meet our academic targets for both ELA and Math grades K-6	Measures are clear- reporting from diagnostics in ELA/Math  Growth measures in Fall, Winter & Spring, 2021-2024- Align with Quarterly assessment or mid quarter
2	Continuation of Partnership with the Resselaerville School Turnaround Institute (TRI)	NYS ELA and Math Assessment Scores  DCS Interim Assessment Data  TRI Implementation Rubric regular reflection	Desired Outcome meet our academic targets for both ELA and Math grades 3-6	Minutes & agendas of meetings- report out of director's report  2021-2024- Four reports mid quarter?
3	Data wise data review cycle implemented school wide	Implementation of data cycle protocols weekly, quarterly, annually	Consistent targeted instruction based on student data resulting in student growth	Minutes & agendas of meetings- report out of director's report  2021-2024- Four reports mid quarter
Priority				
Priority				

**Benchmark 2: Teaching and Learning:** School leaders have systems in place designed to cultivate shared accountability and high expectations and that lead to students' well being, improved academic outcomes, and educational success. The school implements research- based practices and has rigorous and coherent curriculum and assessments that are aligned to New York State Learning Standards for all students. Teachers engage in strategic practices and decision- making in order to address the gap between what students know and need to learn so that all students experience consistent high levels of engagement, thinking and achievement.

**What rating did you receive on your fall 202 renewal report? Meets**

Strategy	Strategy Name	Measures to Gauge Strategy Effectiveness	Outcome	Evidence/Indicators Reported to Board
1	Instructional Consistencies K-6 aligned with both ELA & Math Curriculum	Leadership Team Walkthroughs utilizing an implementation rubric  Daily walkthrough actionable feedback (tracked and monitored)	Effective Instructional practices evidence reflected in student outcome data.	Thinking about frequency directors' reports summarizing how many teachers were visited, what was gleaned? Mid quarter?
2	Needs based coaching cycles	Bi-weekly instructional leadership team reflection and action planning meetings  Instructional action plans	Effective, rigorous instructional practices evidence reflected in student outcome data.	RTI model: How many teachers are struggling? Is there evidence of growth? Are additional resources needed? Mid quarter
3	Teacher professional development- vertical alignment of curriculum and standards	Student growth assessed on internal benchmarks and i-Ready	Effective instructional practices evidence reflected in student outcome data	Report out in directors report Mid quarter?
4	Continuation of programming and services designed to support ELL and SWD	2 ELL full time staff SWD teachers on staff number based on need Blended class offerings at each grade span (1-2, 3-4, 5-6), piloting transitional Kindergarten program)	ELL and SWD populations meet Academic targets  Enrollment retention of ELL and SWD population	
Priority	Expanded English Learner Supports			Report to the board on support to ENL. Instructional practices for non-ENL teachers Fall 2021, 2022, 2023
Priority				

**Benchmark 3: Culture, Climate, and Student and Family Engagement:** The school has systems in place to support students' social and emotional health and to provide for a positive, safe, and respectful learning environment that prepares all students for college and career. Families, community members and school staff work together to share in the responsibility for student academic progress and social-emotional growth and well-being. Families and students are satisfied with the school's academics and the overall leadership and management of the school.

**What rating did you receive on your fall 202 renewal report? *Meets***

Strategy	Strategy Name	Measures to Gauge Strategy Effectiveness	Outcome	Evidence/Indicators Reported to Board
1	Implementation of staff and students wellness coordinator	Evidence of regulatory strategies utilized during instructional times.  Teacher satisfaction/wellness surveys	Decrease in student discipline referrals Increase in student attendance  Evidence of students and staff utilizing mindfulness and wellness strategies  Positive results on staff satisfaction/wellness survey  Increased teacher retention.	Staff, student wellness coordinator Job description Clear list of resources and strategies that role will employ Formal implementation plan with evaluation plan Survey questions tied to specific outcomes Quarterly-Twice/year?
2	Designating Family/Community Outreach specialists	Increased attendance at school events and parent teacher conferences.  Family satisfaction survey  Minimally quarterly family and community school events held	Strong family and community relationships.  Family satisfaction survey- positive outcomes.  Increased community partnerships to benefit students and families	Same as above- Twice a year
3	Implementation of Diversity Equity and Inclusion Coordinator	Monthly staff professional development experience  Monitored culturally responsive curriculum and school events.	Increase in ENL and SWD population  Positive outcomes on staff and family satisfaction surveys.	Same as above- Twice year
4	DCS developed SEL Curriculum based on the 20-21 SEL in action award grant.	Embedded throughout the school day  Social Emotional language used by adults and students  Habits of Scholarship	Observation of Increased student engagement  Observation of increased mindfulness, social emotional learning strategies. Decreased discipline referrals	Reporting discipline data  Twice a year
Priority				

**Benchmark 4: Financial Condition:** *The school is in sound and stable financial condition as evidenced by performance on key financial indicators.*

**What rating did you receive on your fall 2022 renewal report? Approaches**

Strategy	Strategy Name	Measures to Gauge Strategy Effectiveness	Outcome	Evidence/Indicators Reported to Board
1	Obtain PPP Grant	Debt to Asset Ratio 2021	Less than 1.0	Quarterly reporting on financial positions.
2	Cash Reserve Policy	Cash Position 2021	At least 60 days	Quarterly reporting on financial position
3	Budget Plan 2021-2024	Financial Composite Score 2021	1.00 or above	Quarterly reporting on financial position
Priority				
Priority				

**Benchmark 5: Financial Management:** *The school operates in a fiscally sound manner with realistic budgets pursuant to a long-range financial plan, appropriate internal controls and procedures, and in accordance with state law and generally accepted accounting practices.*

**What rating did you receive on your fall 2022 renewal report?**

Strategy	Strategy Name	Measures to Gauge Strategy Effectiveness	Outcome	Evidence/Indicators Reported to Board
1	Internal controls and procedures	Annual Audit Statements	No material weaknesses	
2	Annual review of fiscal policies	Policies reviewed, if necessary revised	Legal compliance	December 2021, 2022, 2023
3	Monthly budget oversight	Fiscal ratios, benchmarks and findings	Fiscal composite score of 1.0 or above	Monthly, 2021-2024
Priority	Spending of federal monies (wisely)			Directly related to program support: capitol, academic success, and SE needs  How will specifics be determined.  Focused update, twice/year
Priority				

**Benchmark 6: Board Oversight and Governance:** The board of trustees provides competent stewardship and oversight of the school while maintaining policies, establishing performance goals, and implementing systems to ensure academic success, organizational viability, board effectiveness and faithfulness to the terms of its charter.

**What rating did you receive on your fall 202 renewal report?** *Meets*

Strategy	Strategy Name	Measures to Gauge Strategy Effectiveness	Outcome	Evidence/Indicators Reported to Board
1	Articulate criteria for board performance. Board self evaluation addresses benchmark 6 indicators.	Board self evaluation addresses benchmark 6 indicators	Board derives actionable goals from the Annual Board Self Evaluation	Continue approval of Board Self-assessment- change scale, re-administer in the fall, include annual goals in the survey. How well is the board making progress? Fall 2021, Spring 2022, then Annually in spring.
2	Implement a strategic plan, 2021-2024, Board approves strategic plan by June 30, 2021.	Board approves strategic plan by June 30th, 2021	Goals aligned with the DCS Charter and framework	Quarterly review
3	Develop Board Membership	Additional Trustees seated, 2021-2024	Board of Trustees reflects Community  Increase diversity of board to reflect the student body and include key skills needed.	Governance committee presents plan and updates on plan  Spring 2022, 2023, 2024
Priority				
Priority				

**Benchmark 7: Organizational Capacity:** The school has established a well-functioning organizational structure and has clearly delineated roles for staff, management, and board members. The school has systems and protocols that allow for the successful implementation, evaluation, and improvement of its academic program and operations.

**What rating did you receive on your fall 2022 renewal report?** *Meets*

Strategy	Strategy Name	Measures to Gauge Strategy Effectiveness	Outcome	Evidence/Indicators Reported to Board
1	Clear roles and Champions for all staff	Monthly and Quarterly check ins Job performance evaluations Organized management of initiatives	Staff and families feel supported as reported by satisfaction surveys.  Increased positive staff job performance evaluations	Outcomes of family & staff surveys (administered 2x year)
2	Continuation of Instructional Leadership Team (ILT)	Monthly priorities and reflections Weekly ILT walkthroughs Responsive coaching approach	Staff and families feel supported as reported by satisfaction surveys.  Increase in student outcomes and effective instructional practices based on APPR observations	Academic outcomes data  Survey data (staff & families)- may need to be revised and include final priorities.
3	Continuation of rigorous, intentional professional meeting calendar	Planning and implementation of meeting schedule and professional developments	Increase in student outcomes and effective instructional practices based on APPR observations. Staff feel supported as reported by staff satisfaction surveys.	Director to share calendar with board and Academic excellence committee Fall 2021, 2022, 2023  Staff evaluation- report to board Quarterly or 2x a year
Priority	Formalize leadership succession planning		Written plan for school leader and other high level positions.	Board identifies roles to be planned for  Spring 2022
Priority	Plan for diversity in the leadership of the school			Plan developed for internal growth of staff and diverse pools of candidates  Spring 2023

**Benchmark 8: Mission and key Design Elements:** The school is faithful to its mission and has implemented the key design elements included in its charter.

**What rating did you receive on your fall 2022 renewal report? *Meets***

Strategy	Strategy Name	Measures to Gauge Strategy Effectiveness	Outcome	Evidence/Indicators Reported to Board
1	Continuation and enhancement of a rigorous and highly enriched curriculum: In addition to the Engage NY and Harcourt Reading program provided using multiple instructional methods., DCS students engage in regular classes in the visual and performing arts as well as physical education.	<p>Instructional coaching model to ensure and support curriculum implementation and pacing</p> <p>Evidence of Arts, Social sTudents and Science integration in grade level ELA and Math Curriculum.</p>	<p>Daily Instructional schedule with identified academic priorities</p> <p>Vertical nand cross curricular alignment</p>	Academic excellence committee- indicators for benchmark 2 should suffice
2	Continuation and enhancement of Services provided designed to mitigate the major negative impacts of poverty.	<p>Implementation of Community Outreach and Family Outreach specialists</p> <p>Evaluation of services provided at DCS. (blended classrooms, SEL initiative, Intervention Services)</p>	<p>Evident if family satisfaction and wellness surveys</p> <p>Increased student attendance</p> <p>Decrease in disciplinary referrals</p> <p>Increased participation in parent teacher/ student led conferencing and school events.</p>	<p>SEL support - especially post pandemic</p> <p>Community school model</p> <p>Big picture summary of support services and compare to community school model -</p> <p>Reporting to continue</p>



3	<p>Culture of inquiry and enthusiasm: DCS will continue to utilize EL education instructional practices and continue to implement inquiry-based exploration opportunities.</p>	<p>Implementation of the Foss Science Program for grades 5 and 6</p> <p>Creative CREW component to foster excitement and exploratory activities.</p> <p>DCS will continue the implementation of student Leadership and Equity Crews</p> <p>Student satisfaction surveys</p> <p>Weekly exploratory experiences (virtual field trips, experiments, student choice driven research) built into the school day.</p>	<p>Evidence of student led initiatives</p> <p>Positive student satisfaction survey results</p> <p>All 6th graders to attain top choice for 7th grade school.</p> <p>Decrease in discipline referrals</p> <p>Increase in daily student attendance</p> <p>Increase in vocabulary and content knowledge evidenced by the Improved scores on the NYS Grade 5 Science Assessment</p> <p>Observable increase in student engagement and content vocabulary use</p>	<p>Needs to be edited</p> <p>Update on EL for 2021-2022 school year</p> <p>Check to see if it's in charter</p>
Priority				
Priority				

**Benchmark 9: Enrollment, Recruitment and Retention:** The school is meeting or making annual progress toward meeting the enrollment plan outlined in its charter and its enrollment and retention targets for students with disabilities, English language learners, and students who are eligible applicants for the free and reduced priced lunch program; or has demonstrated that it has made extensive good faith efforts to attract, recruit, and retain such students. High schools are meeting persistence rates commensurate with the NYSED target.

**What rating did you receive on your fall 202 renewal report? Approaches**

Strategy	Strategy Name	Measures to Gauge Strategy Effectiveness	Outcome	Evidence/Indicators Reported to Board
1	Weighted lottery for Special Populations	Number of SWD's and/or ENL students applying	Increased numbers for ENL in 21-22 lottery	
2	Continuation of BM 9 committee	DCS branding (social media ads, GSR, brochures for Special Pops.) Community outreach	Increased numbers for SWD ENL in 21-22 lottery	
3	Continuation of innovative service offerings for ELL, SWD and general population	Blended classrooms, ELA and Math RtI programming (i-Ready, Leveled Literacy Instruction, Road to the Code, Kathy Richardson Math) SEL programming (restorative practices, mindfulness, mentoring program)  Strong partnerships and communication with student home district Committees on Special Education  Preference for highly effective bilingual staff	Daily instructional schedule that prioritizes instructional needs as well as enrichment.  Decrease in student discipline referrals  Increased enrollment and retention of ELL and SWD  Increase in bilingual staff  Increased number of community partnerships	
Priority				
Priority				

**Benchmark 10: Legal Compliance:** The school complies with applicable laws, regulations and the provisions of its charter.

What rating did you receive on your fall 202 renewal report? *Approaches*

Strategy	Strategy Name	Measures to Gauge Strategy Effectiveness	Outcome	Evidence/Indicators Reported to Board
1	Updated new Employee Fingerprinting Policy	Routine practice of Human Resources team for new hires	Employment clearance reports received prior to employee start date	School director confirms at start of year or for new hire
2	Scheduled Policy Review and Revision	Policy Review Annual schedule	All policies reviewed, updated, and approved annually	Policy review completed by 12/31 Suggestion: Calendar of review
3	DCS will request approval for any and all revisions that may result in non-material and or material changes to the charter.	School Director will provide minimal monthly updates of items specific to the CSO benchmarks evidence of success.  School Director and or Board Chair will consult with CSO liaison for any policy and charter revisions.	All necessary corrections made to policies and by-laws prior to 2021-2022 school year.  Evidence of open communication between school leadership and CSO liaison  DCS will be in compliance with the requirements of the law, regulations, and its charter.	Maintain a log of changes - Sara C. email archive
Priority				
Priority				

## Report Priorities

	Board Director's Report Priorities	Board/Other Committee Priorities
<b>August</b> 8/20/21	Enrollment update Staffing update	Current Policy PD
<b>September</b> 9/17/21	Beginning of year updates- general observations	
<b>October</b> 10/15/21	Iready Diagnostic Data (Math and ELA) 1-6 Rigby Data (ELA)	Financial
<b>November</b> 11/19/21		
<b>December</b> 12/17/21	Internal Benchmark Data (Math and ELA) K-6 Rigby Data (ELA)	
<b>January</b> 1/21/22	Wellness Survey Report, Family/Community Outreach/DE&I update/ SEL data update Family and staff survey results	Financial
<b>February</b> 2/18/22	Internal Benchmark Data (Math and ELA) Iready Diagnostic Data (Math and ELA) K-6 Rigby Data (ELA)	
<b>March</b> 3/18/22	Internal Benchmark Data (Math and ELA)	
<b>April</b> 4/15/22	K-6 Rigby Data (ELA)	Financial
<b>May</b> 5/20/22		
<b>June</b> 6/17/22	Iready Diagnostic Data (Math and ELA) K-6 Rigby Data (ELA) Wellness Survey Report, Family/Community Outreach/DE&I update, SEL data update Family and staff survey results	

<b>July</b> 7/15/22	Enrollment update Staffing update	
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