

**ACCOUNTABILITY PLAN
2004-2009**

Our mission is to inspire all students, faculty, parents, and community members to achieve excellence by creating a school environment that provides high quality education. We utilize rigorous standards, assessments, and innovative creative instruction, and engage parents and the community to prepare all students for lifelong learning.

1. IS THE SCHOOL AN ACADEMIC SUCCESS? *

Goal 1: Student Academic Performance

Students will make continual progress toward becoming proficient readers and writers of the English language.

Measurements	Rationale
I. The mean Normal Curve Equivalent (NCE) total reading score on the full battery Stanford-9 (SAT-9) for students in grades five and six will demonstrate an increase of at least 2 NCE points from one administration to the next in each grade level (parents will continue to receive percentile reports).	<u>Comparison to national group:</u> Provides comparison of student progress to the SAT-9 national norm reference group.
II. The combined percent of students scoring in the advanced and proficient categories on the English Language Arts MCAS will exceed the state average by 5%.	<u>Comparison to state:</u> A report of the school's MCAS performance compared to the state performance makes clear the benefit of attending Barnstable Horace Mann Charter School.
III. The average score for students in grades five and six will increase by 10% in both topic and conventions on the school-wide writing prompt from fall to spring using rubrics based on MCAS long composition. **	<u>Mission-related goal:</u> Provides evidence that students are meeting the school's internal academic standards based on Massachusetts State Frameworks.
IV. At least 75% of all students in each grade will score 80% or better on the school's Language Arts standards-based internal assessments. **	<u>Mission-related goal:</u> Provides evidence that students are meeting the school's internal academic standards based on Massachusetts State frameworks.

Goal 2: Student Academic Performance

Students will make continual progress toward becoming mathematically literate.

Measurements	Rationale
I. The mean Normal Curve Equivalent (NCE) total math score on the full battery Stanford-9 (SAT-9) for students in grades five and six will demonstrate an increase of at least 2 NCE points from one administration to the next in each grade level (parents will continue to receive percentile reports).	<u>Comparison to national group:</u> Provides comparison of student progress to the SAT-9 national norm reference group.
II. The combined percent of students scoring in the advanced and proficient categories on the Math MCAS will exceed the state average by 5%.	<u>Comparison to state:</u> A report of the school's MCAS performance compared to the state performance makes clear the benefit of attending Barnstable Horace Mann Charter School.
III. At least 75% of all students in each grade will score 80% or better on the school's Math standards-based internal assessments.**	<u>Mission-related goal:</u> Provides evidence that students are meeting the school's internal academic standards based on the Massachusetts State frameworks.
IV. At least 75% of all students in each grade will score a 3 or better on the school's Mathematics culminating activities scored on a 1 – 4 rubric.**	<u>Mission-related goal:</u> Provides evidence that students are meeting the school's internal academic standards based on the Massachusetts State Frameworks.

Goal 3: Student Academic Performance

Students will make continual progress toward mastery of the state standards in Science & Technology/Engineering.

Measurements	Rationale
I. The combined percent of students in grade five scoring in the advanced and proficient categories on the Science and Technology / Engineering MCAS will exceed the state average by 5%.	<u>Comparison to State:</u> A report of the school's MCAS performance compared to the state performance makes clear the benefit of attending Barnstable Horace Mann Charter School.
II. At least 75% of all students in each grade will score a 3 or better on the school's science culminating activities scored on a 1 – 4 rubric. **	<u>Mission-related goal:</u> Provides evidence that students are meeting the school's internal academic standards based on the Massachusetts State frameworks.

Goal 4: Student Academic Performance

Students will make continual progress toward mastery of the state standards in History and Social Science.

Measurements	Rationale
I. The combined percent of students in grade five scoring in the advanced and proficient categories on the History and Social Science MCAS will exceed the state average by 5%.	<u>Comparison to State:</u> A report of the school’s MCAS performance compared to the state performance makes clear the benefit of attending Barnstable Horace Mann Charter School
II. At least 75% of all students in each grade will score a 3 or better on the school’s social studies culminating activities scored on a 1 – 4 rubric. **	<u>Mission-related goal:</u> Provides evidence that students are meeting the school’s internal academic standards based on the Massachusetts State frameworks.

*** Academic Success Goals will be reviewed upon alignment and implementation of state testing requirements.**

**As required by Special Education and ELL regulations, some assessments require accommodations or modifications in order for individual students to participate.

2. IS THE SCHOOL A VIABLE ORGANIZATION?

Goal 5: Organizational Viability (Finance)

The school will be fiscally sound.

Measurements	Rationale
I. A balanced budget will be developed annually and will be monitored by the Board of Trustees.	<u>Mission-related goal:</u> The board has the fiscal responsibility to maintain adequate and predictable funding to ensure ongoing student achievement.
II. A yearly independent audit will show the school has followed fiscally prudent practices and has acted in accordance with Generally Accepted Accounting Practices.	<u>Mission-related goal:</u> The Board has fiscal oversight responsibility.

Goal 6: Organizational Viability (School Governance and Management)

The Board of Trustees will provide effective and sound governance and will work collaboratively with the Leadership Team to improve student achievement.

Measurements	Rationale
<p>I. The Board in collaboration with the Principal, staff, and parents will conduct an annual review process for the school's leadership. The Board will conduct an annual self-evaluation including discussion of each sub-committee. This annual review will be driven by data from survey returns. Surveys will ask the Board, staff, and parents to state the extent to which they agree with positive statements about the school's performance on a scale of Strongly Agree, Tend to Agree, Tend to Disagree, and Strongly Disagree. Responses will be aggregated to determine whether or not constituent parties are on average "tending to agree" with positive statements about the school's performance. The Board will produce an annual self-evaluation, publicly summarized and report to parents and staff.</p>	<p><u>Mission-related goal:</u> The Board bears the responsibility for the school's success. It is justified that the Board conduct reviews of its own work as well as the work of the management organization. Viability of the school depends on maintaining satisfied customers. Results will be reported in the school's annual report.</p>
<p>II. Members of the Board of Trustees and School Leadership Team will monitor the progress of the school against the Accountability Plan. At the end of the year the Task Forces will meet at least 75% of their established goals.</p>	<p><u>Mission-related goal:</u> Both the Board of Trustees and the School Leadership Team share responsibility for the school's success.</p>

Goal 7: Organizational Viability (Attendance)

Student attendance will be maintained at a level consistent with, or higher than State averages and NCLB.

Measurements	Rationale
<p>I. Average daily attendance will be 92% or higher each year as identified by <i>NCLB</i>.</p>	<p><u>Mission-related goal:</u> Daily attendance is necessary for students to progress through the school's program.</p>

Goal 8: Organizational Viability (Staff Competency and Development)

The faculty will demonstrate competency in curriculum, instructional methods, and assessment as stated in the charter through ongoing professional development and observations.

Measurements	Rationale
<p>I. Observations and evaluations will provide feedback on planning, evaluating, teaching methodology, classroom climate, classroom management, progress through the curriculum, and implementation of standards-based instruction and assessment using best practices.</p>	<p><u>Mission-related goal:</u> The school design emphasizes teaching and learning, and through the formal observations, teachers will receive necessary support and feedback to improve best practices in the classroom.</p>
<p>II. Each teacher will receive approval for an IPDP from the principal that will meet the goals and mission of the school and the requirements of <i>No Child Left Behind</i>.</p>	<p><u>Mission-related goal:</u> Professional development should be based both on individual teacher's needs and the needs of the school as identified through the analysis of its performance against the school's accountability plan goals. Professional development must also address external mandates such as required course work for health and safety.</p>
<p>III. A twelve month calendar of professional development will provide staff with training in best instructional practice, current subject area knowledge, and education practices associated with student success. The annual report will include both a staff profile and description of how the staff profile has changed from the previous year and whether any changes in the staff profile has affected the goal of having 100% of the staff highly qualified. Annual Curriculum Task Force reports will cite professional development accomplishments aligned with Student Academic Performance Goals.</p>	<p><u>Mission-related goal:</u> Professional development should be based both on individual teacher's needs and the needs of the school as identified through the analysis of its performance against the school's accountability plan goals. Professional development must also address external mandates such as required course work for health and safety.</p>

3. IS THE SCHOOL FAITHFUL TO THE TERMS OF THE CHARTER?

Goal 9: Adherence to the Charter (Design Implementation)

The school will adhere to design elements of the Modern Red Schoolhouse design as stated in the Charter.

Measurements	Rationale
I. Annual charter school site visit reports by the Charter II. School Office from the MA Department of Education will demonstrate school wide, standards-based, thematic instruction and assessment.	<u>Mission-related goal:</u> Through the DOE, an Educational Consulting firm will provide constructive and impartial feedback.

Goal 10: Adherence to the Charter (Parent and Community Involvement)

The school will actively involve parents and community members in the development of the school and in the education of their children.

Measurements	Rationale
I. 80% of respondents to the parent survey indicate that they find one or more of the following modes of communication to be useful; Portfolio System, Edline, Report Cards, Student Redbook, ILC's.	<u>Mission-related goal:</u> Active and ongoing communication between parents and the school will ensure a strong partnership and improved student progress.
II. At least 60% of students' families will attend Curriculum Night each year.	<u>Mission-related goal:</u> Active and ongoing communication between parents and the school will ensure a strong partnership and improved student progress.
III. A minimum of 25% of parents will volunteer in some capacity at the school (i.e., field trips, classroom assistance, special events, fundraisers, guest speakers, etc.).	<u>Mission-related goal:</u> Active and ongoing communication between parents and the school will ensure a strong partnership and improved student progress.
IV. Parent surveys will be conducted annually and the results will be used by the board and management team for future planning.	<u>Mission-related goal:</u> Active and ongoing communication between parents and the school will ensure a strong partnership and improved student progress.
V. The school will host at least 2 events annually in partnership with the local community.	<u>Mission-related goal:</u> Active and ongoing communication between community members and the school will ensure a strong partnership and improved student progress.

VI. An active Parent Advisory Council will provide three informational meetings related to academics each year.	<u>Mission-related goal:</u> Active and ongoing communication between parents and the school will ensure a strong partnership and improved student progress.
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Goal 11: Adherence to the Charter (Use and Integration of Technology in the Curriculum)

Technology will be infused within the curriculum: planning, implementation and assessment.

Measurements	Rationale
I. The school will track internal and external student performance data to produce quarterly reports aligned to Student Academic Performance goals. These reports will be the basis for informed decision making.	<u>Mission-related goal:</u> Ongoing assessment allows the school to make data-driven decisions regarding academic program and instructional methods.
II. The school will electronically maintain a web-based system to access the scope and sequence of the curriculum, as well as the units of study and assessments.	<u>Mission-related goal:</u> Ensures access to curriculum and assessments for all staff and encourages implementation of the school-wide, standards-based educational program.
III. A minimum of 30% of respondents to the parent survey will indicate that access to curricula, remedial and tutorial programs, and general school information via a web-based program is helpful.	<u>Mission-related goal:</u> Access of information to parents and students will improve communication and strengthen the parent-school partnership.

Goal 12: Adherence to the Charter – (Dissemination)

The Barnstable Horace Mann Charter School will communicate its mission and educational program throughout the School District with assistance from the Barnstable Public Schools school committee as mandated through the MA DOE and CSO.

Measurements	Rationale
<p>I. The school will host informational sessions on the school’s curriculum, governance, and structure for incoming students and parents and will maintain a Student Ambassador Program.</p>	<p><u>Mission-related goal</u>: Share the rationale, philosophy and educational program of the school.</p>
<p>II. Faculty and staff of BHMCS will attend regional conferences in order to disseminate best practices.</p>	<p><u>Mission-related goal</u>: Share the rationale, philosophy and educational program of the school.</p>
<p>III The school will maintain a website to disseminate information including announcements, school events, curriculum overviews, board activities, and annual reports.</p>	<p><u>Mission-related goal</u>: Share the progress toward meeting the charter goals.</p>
<p>IV. At least once a year the leadership team will present Barnstable Horace Mann best practices to schools within the district and once a year outside the district.</p>	<p><u>Mission-related goal</u>: Share the rationale, philosophy and educational program of the school as required by the CSO.</p>