



C. GOALS, OBJECTIVES, AND PUPIL PERFORMANCE STANDARDS

The Renaissance planning team understands the Colorado Department of Education (CDE) requirements for Accountability and Accreditation⁷ and will meet all accountability and accreditation requirements. The team also understands that recent legislation will change some of these requirements and Renaissance will adapt accordingly. According to recent CDE changes, Adequate Yearly Progress (AYP) is no longer applicable and thus will not be addressed in this application.

Renaissance has formulated a number of “SMART” goals that are specific, measurable, attainable, relevant to the school’s mission, and time-specific. Renaissance has set goals that are academic in nature as well as non-academic goals designed to measure whether the school is accomplishing its vision of graduating students who are creative, reflective, fulfilled, and compassionate individuals contributing to their communities. The goals are aligned with the school’s mission to empower students to become modern learners who are critical thinkers and problem solvers, communicators, collaborators, and creative innovators who contribute to the world around them.

Renaissance plans to achieve the following SMART goals:

Overall School Performance Goals

- Renaissance understands that the Renaissance may receive an Improvement plan rating in the first year of the school’s operation. The planning team hopes that the DCSD will elevate the school to a Performance plan rating in the first year of operation. Renaissance will maintain a Performance plan rating in all subsequent years on the CDE’s School Performance Framework.

Academic Goals

Academic Achievement Goals

- In year one, Renaissance will receive at minimum a “meets” rating for Academic Achievement on the CDE School Performance Framework by having student proficiency, or strong command, levels at or above 62.5% in reading, writing, and math, as measured by Partnership for Assessment of Readiness for College and

⁷ Colorado Department of Education. September 2015. District Accountability Handbook. https://www.cde.state.co.us/accountability/district_accountability_handbook2015

Careers (PARCC) and in the areas of science, and social studies as measured by Colorado Measures of Academic Success (CMAS). (Based on CDE cut-points for performance indicators.⁸)

- By year three, Renaissance Secondary will receive an “exceeds” rating for Academic Achievement on the CDE School Performance Framework by having student proficiency, or strong command, levels at or above 87.5% in reading, writing, math, as measured by PARCC and in the areas of science, and social studies as measured by CMAS (based on CDE cut-points for performance indicators.)

Academic Growth Goals

- In year one, Renaissance Secondary will receive at a minimum a “meets” rating for Academic Growth on the CDE School Performance Framework by having student proficiency, or strong command, levels at or above the 60th percentile in reading, writing, math, science, and social studies based on CDE cut-points for performance indicators.
- By year three, Renaissance Secondary will receive an “exceeds” rating for Academic Growth on the CDE School Performance Framework by having student proficiency or strong command levels at or above the 66th percentile in reading, writing, math, science, and social studies based on CDE cut-points for performance indicators.
- Students who are not proficient or have a strong command will have growth higher than the state average (above the 50th percentile); students who are proficient will meet their growth percentiles to “keep up” or “move up” as measured by the Colorado Growth Model.

Academic Growth Gaps

- In year one, Renaissance Secondary School will receive a “meets” rating or above for Academic Growth on the CDE School Performance Framework by having student proficiency, or strong command, levels for students in the Free and Reduced Lunch (FRL), English Language Learners (ELL), Special Education (SPED), and ethnic subgroups at or above the 45th percentile in reading, writing, math, social studies, and science based on CDE cut-points for performance indicators.
- By year three, Renaissance Secondary School will receive an “exceeds” rating for Academic Growth on the CDE School Performance Framework by having student proficiency, or strong command, levels for students in the FRI, ELL, SPED and ethnic

⁸ http://www.cde.state.co.us/accountability/spfdpf_technicalwriteup_072814

subgroups at or above the 60th percentile in reading, writing, math, social studies, and science based on CDE cut-points for performance indicators.

Renaissance's Growth and Achievement Goals are in line with the performance of its target population as referenced below:

Growth and Achievement Ratings from Target Community

2014 Academic Achievement Ratings:

Castle Rock Middle School--Meets (75%)
Castle View High School --Meets (66.7%)
Cresthill Middle School--Meets (75%)
Mesa Middle School--Meets (75%)
Rock Canyon High School--Exceeds (100%)
DC Montessori Charter K-8 --Exceeds (91.7%)

2014 Academic Growth Ratings:

Castle Rock Middle School -- Approaching (60.7%)
Castle View High School--Approaching (42.9%)
Cresthill Middle School-- Meets (67.9%)
Mesa Middle School--Approaching (57.1%)
Rock Canyon High School--Meets (66.7%)
DC Montessori Charter K-8--Meets (70.8%)

Post-Secondary and Workforce Readiness Goals

- Beginning in 2020, with the first graduating class, all Renaissance Secondary students will meet or exceed the minimum credit requirements for admission to Colorado institutions of higher education.
- Beginning in 2021, when Renaissance Secondary's first classes of freshman are eligible for graduation, 95% of students having entered Renaissance in ninth grade will graduate.
- Beginning in 2019, when the first class is required to take the SAT, the school's average SAT score will meet or exceed the average SAT score for Douglas County Schools.

- Within one year of graduation, 95% of Renaissance Secondary graduates will be either enrolled in a post secondary academic program or employed full time in the field of their choice.

Other Goals Aligned with Renaissance’s Mission and Vision

The planning team recognizes that not all of the school’s goals are academic in the traditional sense. The school’s vision is to graduate students who are creative, reflective, fulfilled, active, compassionate, and courageous, which are qualities difficult to measure by traditional means. Therefore, Renaissance Secondary will form an alumni committee made up of parents and students charged with data collection and analysis via survey. See [Appendix C-1](#) for a sample draft survey.

- Within five years of graduation, 70% of Renaissance Secondary alumni will be creative, reflective, fulfilled individuals, as measured by ratings of 4s or 5s on the alumni survey.
- Within ten years of graduation, 90% of Renaissance Secondary alumni will be creative, reflective, fulfilled individuals, as measured by ratings of 4s or 5s on the alumni survey.
- Within five years of graduation, 70% of Renaissance Secondary alumni will be active, compassionate citizens, as measured by evidence of community service/donation or careers in service as indicated by the alumni survey. Alumni will be rated as active, compassionate citizens if they list/mark at least one activity in this category.
- Within ten years of graduation, 90% of Renaissance Secondary alumni will be active, compassionate citizens and/or builders of a harmonious and sustainable world by evidence of community service/donation or careers in service as indicated by the alumni survey. Alumni will be rated as active, compassionate citizens/builders of a harmonious and sustainable world if they list/mark at least one activity in this category.
- Beginning in 2020, upon the graduation of the first class, 95% of Renaissance Secondary graduates will demonstrate the 21st century skills of collaboration, creativity, critical thinking, and communication as measured by Presentations of Learning (POLs), project rubrics, portfolios, public exhibitions of work, and the senior Capstone Project.

For a detailed discussion of how Renaissance will accomplish these goals, see [Section E: Education Program](#).

These goals provide alignment with Renaissance’s mission, vision, and design principles by emphasizing creativity, critical thinking and problem solving, communication, and collaboration, reflection, and fulfillment in meaningful, teacher and student-designed projects.

Non-Academic Goals

Attendance and Enrollment

- By the end of year one, Renaissance will have average daily attendance of 90% or greater.
- Starting in year two, Renaissance will re-enroll at least 85% of the student population year-to-year.

Student and Parent Satisfaction

- By the end of year three, 85% or more of students and parents will agree that Renaissance is providing an innovative academic program that prepares students to be modern learners who demonstrate the 4Cs of creativity, critical thinking, collaboration, and communication.
- By the end of year one, 80% of parents/guardians will attend student-led conferences.

Finance and Operation Goals

- Beginning in year one, Renaissance will implement sound fiscal policies and controls that lead to a balanced budget and will manage operations and finance in compliance with best practice and legal requirements.
- Beginning in year one, Renaissance will have an annual external audit within three months of the close of each fiscal year. The audit will be unqualified with no significant financial concerns.
- Beginning in year one, Renaissance will meet all authorizer-reporting deadlines.
- Beginning in year one, Renaissance will comply with all requirements of the Public School Finance Transparency Act (HB 10-1036) by posting accurate budgetary and financial documents on the school’s website in a timely manner.

- Beginning in year one, Renaissance will be TABOR compliant.
- Beginning in year one, Renaissance’s core functions will be fully supported by per pupil operating revenue (“PPR”) and any mil levy override funds provided by DCSD by the end of the second year of operation.

Teachers (retention and highly qualified designation)

- Beginning in year one, one hundred percent (100%) of Renaissance teachers will possess the Elementary and Secondary Education Act (ESEA) “Highly Qualified” designation or will be eligible to become highly qualified within two years of employment.
- Beginning at the end of year one, 90% of teachers that have been invited to return shall be retained each year.

Performance Management Plan

The school’s Performance Management Plan is discussed at length in [Section F: Plan for Evaluating Pupil Performance](#). The Performance Management Plan details how Renaissance will use progress on the above goals to drive adjustments to the program.

Pupil Performance Standards

Because PARCC and CMAS offer an incomplete measure of student achievement and growth, Renaissance will utilize other formal and informal assessments to help determine student achievement and growth in alignment with the school’s pupil performance standards.

Math Standards

- Renaissance students will have at least an average achievement in math based on informal and formal assessments.
- Renaissance students will have at least average growth in math as compared to District averages.

Students will increase on the math strand of the PARCC tests and will show a growth rate of 10% or higher based on the Colorado Growth Model starting year two (2017-2018 school year).

Literacy Standards

- Renaissance students will have at least average achievement in literacy based on informal and formal assessments.
- Renaissance students will have at least average growth in literacy as compared to District averages

Science Standards

- Through the implementation of an integrated project and problem based curriculum, students will maintain above-average achievement in science from the CMAS test as compared to other DCSD schools.

Social Studies Standards

- Through the implementation of an integrated project and problem based curriculum, students will maintain above-average achievement in social studies from the CMAS test as compared to other DCSD schools.

Writing Standards

- 90% of students will meet or exceed their personal point growth target on writing goals as defined through internal assessments from the beginning of the year to the end of the year.

Unified Improvement Plan

The Education Accountability Act of 2009 requires each Colorado school to create an annual improvement plan. Renaissance will have a Unified Improvement Plan (UIP) based on the template provided by the CDE.