

## First State Military Academy



### Organizational Performance Scorecard

<b>Name</b>	<b>Year</b>
First State Military Academy (9607)	2021-2022
<b>Address</b>	<b>Phone</b>
355 West Duck Creek Road	(302) 223-2150
P.O. Box 888	<b>Grades Served</b>
Clayton, DE 19938	09 - 12
<b>School Code</b>	<b>Term of Agreement</b>
4055	Unknown

Summary		
Overall Rating	Overall Rating	Meets Standard
1 - Education Program	1a Mission Fidelity	Approaching Standard
	1b Applicable State and Federal Requirements	Approaching Standard
	1c Students with Disabilities (SWDs)	Approaching Standard
	1d English Learners (ELs)	Meets Standard

2 - Governance & Reporting	2a Governance and Public Stewardship	Meets Standard
	2b Oversight of School Management	Meets Standard
	2c Reporting Requirements	Meets Standard
3 - Students & Staff	3a Student Rights	Meets Standard
	3b Requirements on Teacher Certification and Hiring Staff	Meets Standard
4 - Facilities, Transportation, Health, & Safety	4a Facilities, Transportation, Health, and Safety	Meets Standard

2022 OverallFND not found  
 2022 OverallFN not found  
 2022 OneAFND not found  
 2022 OneAFN not found  
 2022 OneBFND not found  
 2022 OneBFN not found  
 2022 OneCFND not found  
 2022 OneCFN not found  
 2022 OneDFND not found  
 2022 OneDFN not found  
 2022 TwoAFND not found  
 2022 TwoAFN not found  
 2022 TwoBFND not found  
 2022 TwoBFN not found  
 2022 TwoCFND not found  
 2022 TwoCFN not found  
 2022 ThreeAFND not found  
 2022 ThreeAFN not found  
 2022 ThreeBFND not found  
 2022 ThreeBFN not found

**2022 School Comment:** The results of the indicators outlined in 1a and 1b are measured as approaching standards. Mission Fidelity indicator should be a priority for the following year. The students with Disabilities indicator is related to the 95% participation rate on the standardized tests. We are approaching these standards and will improve this indicator by collaboratively working with the Special Education Coordinator and the standardized testing schedule to embrace all students with disabilities for testing.

**2022 School Comment:** The following organizational practices have been implemented by the school to improve outcome:

- attention to staff PD planning as it relates to mental wellness
- providing teachers with spiritual uplifting (teacher recognition gifts, catered food)
- attention to staff input using surveys and discussions in relevance to embedding technology in daily instruction
- giving teachers opportunities to work from home if necessary (COVID 19 sickness, family sickness)
- increasing opportunities for teacher-parent interaction by conferencing, providing timely communication
- reinforcing classroom practices addressing mental wellness
- weekly emails from school
- postings on website
- mentorship for new teachers
- communicating parents and students' rights

**2022 School Comment:** After COVID-19, in-person learning brought the necessity to reset teacher-student interactions. Students needed reassurance that they were welcomed to class and that it was safe to make mistakes after several months of virtual or hybrid learning. The belief that all students can succeed was partially lost during the COVID year because many students came to in-person learning with several academic deficiencies. Teachers were overwhelmed with providing several communication channels.

The attendance of students with disabilities was poor due to multiple mental health issues. Since high schools are excluded from the mental health grant, FSMA faces a financial challenge to ensure the mental health of all cadets, especially those with disabilities. It was challenging to organize standardized testing on one day and provide appropriate attendance due to the frequent sickness, especially for students with disabilities.

**2022 School Comments:** Annual Performance review will help us monitor demonstrating performance aligned with the organizational framework. We should be on track to demonstrate the category of "Meets Standard".

# Overall Rating

Overall Rating	Meets Standard
Overall Rating	96%
Education Points Awarded	38
Education Points Possible	42
Education Weighted Percentage	36%
Governance & Reporting Points Awarded	17
Governance & Reporting Points Possible	17
Governance & Reporting Weighted Percentage	30%
Students & Staff Points Awarded	9
Students & Staff Points Possible	9
Students & Staff Weighted Percentage	20%
Facilities, Transportation, Health and Safety Awarded	4
Facilities, Transportation, Health and Safety Points Possible	4
Facilities, Transportation, Health & Safety Weighted Percentage	10%
Number of "Far Below" Ratings	0
<b>Meets Standard</b>	Overall Rating $\geq$ 95% AND Number of "Far Below" Ratings = 0
<b>Approaching Standard</b>	Overall Rating $<$ 95% and $\geq$ 87% AND Number of "Far Below" Ratings $<$ 2
<b>Far Below Standard</b>	Overall Rating $<$ 87% OR Number of "Far Below" Ratings $\geq$ 2

## 1 - Education Program

1a Mission Fidelity	Approaching Standard
1a Mission Fidelity	Approaching Standard (1 of 2 point)

<b>Meets Standard</b>	[The metrics for this standard will be defined in an annual conversation between each school and the authorizer sometime between September and March in the year preceding the school year to be reviewed in the Performance Framework.]
<b>Approaching Standard</b>	[The metrics for this standard will be defined in an annual conversation between each school and the authorizer sometime between September and March in the year preceding the school year to be reviewed in the Performance Framework.]
<b>Far Below Standard</b>	[The metrics for this standard will be defined in an annual conversation between each school and the authorizer sometime between September and March in the year preceding the school year to be reviewed in the Performance Framework.]

1b Applicable State and Federal Requirements	Approaching Standard
1b Applicable State and Federal Requirements Score	9
Points Possible	10
1b1 Instructional Minutes	Meets Standard (2 of 2 points)
1b2 Requirements for Graduation & Promotion	Meets Standard (2 of 2 points)
1b3 State Assessment	Far Below Standard (0 of 1 points)
1b4 Response to Intervention	Meets Standard (1 of 1 points)
1b5 State Grants	Meets Standard (2 of 2 points)
1b6 Consolidated Grants	Meets Standard (2 of 2 points)
<b>Meets Standard</b>	1b5 State Grants = 10 (8 if the school does not have a Management Company)
<b>Approaching Standard</b>	1b5 State Grants = 9 or 8 (7 or 6 if the school does not have a Management Company)
<b>Far Below Standard</b>	1b5 State Grants < 8 (6 if the school does not have a Management Company)

1c Students with Disabilities (SWDs)		Approaching Standard
1c Students with Disabilities Score		12
Points Possible		14
1c1 Long-Term Suspensions	Meets Standard (2 of 2 points)	
1c2 Disproportionate Representation	Meets Standard (2 of 2 points)	
1c3 IDEA Indicator 11	Approaching Standard (1 of 2 points)	
1c4 Early Childhood Transition	Meets Standard (2 of 2 points)	
1c5 Transition Planning in the IEP	Approaching Standard (1 of 2 points)	
1c6 Special Education Records	Meets Standard (2 of 2 points)	
1c7 Designee	Meets Standard (2 of 2 points)	
Meets Standard	1c Students with Disabilities Score = 14	
Approaching Standard	1c Students with Disabilities Score = 13, 12, or 11	
Far Below Standard	1c Students with Disabilities Score < 11	

1d English Learners (ELs)		Meets Standard
1d English Learners Score		16
Points Possible		16
1d1 Policies for Serving & Identifying ELL Students	Meets Standard (2 of 2 points)	
1d2 Program Access	Meets Standard (2 of 2 points)	
1d3 Operational Compliance	Meets Standard (2 of 2 points)	
1d4 Provision of Student EL Services	Meets Standard (2 of 2 points)	
1d5 Exit of Students	Meets Standard (2 of 2 points)	
1d6 Process for Intake	Meets Standard (2 of 2 points)	

1d7 Written Plan	Meets Standard (2 of 2 points)
1d8 Migrant Survey	Meets Standard (2 of 2 points)
<b>Meets Standard</b>	1d English Learners Score = 16
<b>Approaching Standard</b>	1d English Learners Score = 15, 14, 13, or 12
<b>Far Below Standard</b>	1d English Learners Score < 12

## 2 - Governance & Reporting

2a Governance and Public Stewardship	<b>Meets Standard</b>
2a Governance and Public Stewardship Score	10
Points Possible	10
2a1 Board Composition & Membership	Meets Standard (2 of 2 points)
2a2 Board Policies	Meets Standard (1 of 1 points)
2a3 Board Training	Meets Standard (2 of 2 points)
2a4 CBOC Training	Meets Standard (2 of 2 points)
2a5 Conflicts of Interest	Meets Standard (1 of 1 points)
2a6 State Open Meetings Law	Meets Standard (2 of 2 points)
<b>Meets Standard</b>	2a Governance and Public Stewardship Score = 10
<b>Approaching Standard</b>	2a Governance and Public Stewardship Score = 9 or 8
<b>Far Below Standard</b>	2a Governance and Public Stewardship Score < 8

2b Oversight of School Management	<b>Meets Standard</b>
2b Oversight of School Management Score	4
Points Possible	4

2b1 Evaluating Student Performance and Corrective Action	Meets Standard (1 of 1 points)
2b2 Management Evaluation	Meets Standard (2 of 2 points)
2b3 Management Company Evaluation	Meets Standard (1 of 1 points)
<b>Meets Standard</b>	2b Oversight of School Management Score = 4 (3 if the school does not have a Management Company)
<b>Approaching Standard</b>	2b Oversight of School Management Score = 3 or 2 (2 or 1 if the school does not have a Management Company)
<b>Far Below Standard</b>	2b Oversight of School Management Score < 2 (1 if the school does not have a Management Company)

2c Reporting Requirements	<b>Meets Standard</b>
2c Reporting Requirements Score	3
Points Possible	3
2c1 Reporting Requirements	Meets Standard (1 of 1 points)
2c2 Management Evaluation	Meets Standard (2 of 2 points)
<b>Meets Standard</b>	2c Reporting Requirements Score = 3
<b>Approaching Standard</b>	2c Reporting Requirements Score = 2
<b>Far Below Standard</b>	2c Reporting Requirements Score < 2

### 3 - Students & Staff

3a Student Rights	<b>Meets Standard</b>
3a Student Rights Score	7
Points Possible	7
3a1 Admissions	Meets Standard (2 of 2 points)
3a2 FERPA Policy Posted	Meets Standard (1 of 1 points)



3a3 FOIA Policy	Meets Standard (1 of 1 points)
3a4 Transfer of Student Data	Meets Standard (1 of 1 points)
3a5 Student Conduct	Meets Standard (1 of 1 points)
3a6 Staff Training	Meets Standard (1 of 1 points)

Meets Standard	3a Student Rights Score = 7
Approaching Standard	3a Student Rights Score = 6
Far Below Standard	3a Student Rights Score < 6

3b Requirements on Teacher Certification and Hiring Staff	Meets Standard
Points Possible	2
3b Requirements on Teacher Certification and Hiring Staff Score	2
3b1 Teaching Certificate	Meets Standard (1 of 1 points)
3b2 Criminal Background Checks & Child Abuse Registry	Meets Standard (1 of 1 points)
Meets Standard	3b Requirements on Teacher Certification and Hiring Staff Score = 2
Approaching Standard	3b Requirements on Teacher Certification and Hiring Staff Score = 1
Far Below Standard	3b Requirements on Teacher Certification and Hiring Staff Score = 0

## 4 - Facilities, Transportation, Health, & Safety

4a Facilities, Transportation, Health, and Safety	Meets Standard
4a Facilities, Transportation, Health, and Safety Score	4
Points Possible	4
4a1 Comprehensive School Safety Plan	Meets Standard (2 of 2 points)
4a2 Fire Drills	Meets Standard (2 of 2 points)

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Meets Standard	4a Facilities, Transportation, Health, and Safety Score = 4
Approaching Standard	4a Facilities, Transportation, Health, and Safety Score = 3
Far Below Standard	4a Facilities, Transportation, Health, and Safety Score < 3

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