

Kuumba Academy Charter School



Organizational Performance Scorecard

Name	Year
Kuumba Academy Charter School (82)	2021-2022
Address	Phone
1200 North French Street Wilmington, DE 19801	(302) 472-6450
School Code	Grades Served
581	KG - 08
	Term of Agreement
	Unknown

Summary		
Overall Rating	Overall Rating	Meets Standard
1 - Education Program	1a Mission Fidelity	Meets Standard
	1b Applicable State and Federal Requirements	Meets 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	Approaching 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*

- Expanding SPED services for identified students in grades K-8 in order to better meet their individual needs and including more scaffolding, additional staffing, and counselors
- Implement an expanded 6-week summer program in order to increase parental engagement and eliminate summer learning loss in reading and math
- Restructured our instructional coaching model to provide more support to teachers in all grades and content areas
- Added a Restorative Practices Coordinator to support staff and students in grades K-8
- Provide expanded out of school time services for students who are performing below grade level including after school tutoring, Saturday Academy, and summer programming
- Starting a Gifted and Talented program in 22/23

Overall Rating

Overall Rating	Meets Standard
Overall Rating	97%
Education Points Awarded	41
Education Points Possible	42
Education Weighted Percentage	39%
Governance & Reporting Points Awarded	17
Governance & Reporting Points Possible	17
Governance & Reporting Weighted Percentage	30%
Students & Staff Points Awarded	8
Students & Staff Points Possible	9
Students & Staff Weighted Percentage	18%
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
Meets Standard	Overall Rating \geq 95% AND Number of "Far Below" Ratings = 0
Approaching Standard	Overall Rating $<$ 95% and \geq 87% AND Number of "Far Below" Ratings $<$ 2
Far Below Standard	Overall Rating $<$ 87% OR Number of "Far Below" Ratings \geq 2

1 - Education Program

1a Mission Fidelity	Meets Standard
1a Mission Fidelity	Meets Standard (2 of 2 points)

Meets Standard	[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.]
Approaching Standard	[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.]
Far Below Standard	[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	Meets Standard
1b Applicable State and Federal Requirements Score	10
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	Meets Standard (1 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)
Meets Standard	1b5 State Grants = 10 (8 if the school does not have a Management Company)
Approaching Standard	1b5 State Grants = 9 or 8 (7 or 6 if the school does not have a Management Company)
Far Below Standard	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		13
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		Meets Standard (2 of 2 points)
1c4 Early Childhood Transition		Meets Standard (2 of 2 points)
1c5 Transition Planning in the IEP		Meets Standard (2 of 2 points)
1c6 Special Education Records		Approaching Standard (1 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)
Meets Standard	1d English Learners Score = 16
Approaching Standard	1d English Learners Score = 15, 14, 13, or 12
Far Below Standard	1d English Learners Score < 12

2 - Governance & Reporting

2a Governance and Public Stewardship	Meets Standard
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)
Meets Standard	2a Governance and Public Stewardship Score = 10
Approaching Standard	2a Governance and Public Stewardship Score = 9 or 8
Far Below Standard	2a Governance and Public Stewardship Score < 8

2b Oversight of School Management	Meets Standard
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)
Meets Standard	2b Oversight of School Management Score = 4 (3 if the school does not have a Management Company)
Approaching Standard	2b Oversight of School Management Score = 3 or 2 (2 or 1 if the school does not have a Management Company)
Far Below Standard	2b Oversight of School Management Score < 2 (1 if the school does not have a Management Company)

2c Reporting Requirements	Meets Standard
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)
Meets Standard	2c Reporting Requirements Score = 3
Approaching Standard	2c Reporting Requirements Score = 2
Far Below Standard	2c Reporting Requirements Score < 2

3 - Students & Staff

3a Student Rights	Meets Standard
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	Approaching Standard
Points Possible	2
3b Requirements on Teacher Certification and Hiring Staff Score	1
3b1 Teaching Certificate	Far Below Standard (0 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)

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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2022 School Comment: Kuumba Academy has earned an overall rating of Meets standard. Kuumba has always strived to be in compliance with all DOE requirements. We plan to continue this practice. We have a strong internal capacity to continue to meet all organization expectations. Our leadership team, school board and staff strive to ensure that we are considered an exceptional organization.

2022 School Comment: Kuumba Academy plans to continue to seek YLTR grant funds to recruit and retain certified teacher interns for the 22/23 school year and beyond. KACS is committed to working closely with existing teaching staff to help them achieve their certification status through additional college coursework, Praxis support, mentoring and coaching. Please find additional information on the following pages regarding plans to improve identified areas.

2022 School Comment: Kuumba is far below standard for staff certification and hiring. KACS seeks to recruit and select highly qualified teachers who are certified in their content area through a variety of local resources. Securing and retaining strong teachers is a critical area of focus for the school in order to meet our achievement goals and eliminate the achievement gap. To identify top talent for our school, KACS utilizes a thorough interviewing process for teachers that includes a phone screening, written response screening, sample teaching lesson, coaching feedback session and a face-to-face interview. KACS seeks to employ teachers who intend to stay with the organization for many years and utilizes this approach to ensure that we are bringing on teachers who are committed to our mission and vision. KACS has established a relationship with Delaware State University through the Yearlong Teacher Residency grant (YLTR) to secure DSU residents who are passionate about working in a high needs environment and committed to staying with the organization for 3 or more years. In recent years, KACS has experienced increased challenges in hiring hard to fill positions: middle school math/science and special education. The challenges faced by KACS mirror those experienced nationwide as a result of the current teacher shortage. In these instances, KACS has hired staff who are working towards certification who have been vetted through our hiring process and determined to be a good fit for the organization. KACS is committed to helping non-certified staff members who are effective achieve their certification through Praxis support, coaching and mentoring. KACS received a rating of approaching standard for students with disabilities. Our directors of special education have worked closely with DOE to implement all feedback and corrective action in order to meet standards in 1c moving forward.

2022 School Comment: Kuumba Academy is on track to achieve/maintain our overall organizational rating of “meets” standard. Each year, we will show growth within our overall rating to put us on track to achieve our academic performance expectations. This progress will be monitored through our annual performance review.

KACS remains committed to being the top performing charter school in the city of Wilmington. Staffing shortages, the increased needs of our student population as a result of extended school closures and increased student absences due to illness have created challenges for the organization that we remain committed to resolving. While we are proud of the growth that our students who are meeting and exceeding standard have made over the years, we have a significant number of students who are performing below or well below grade level who despite progress, have not demonstrated adequate growth to achieve proficiency, particularly in our lower grades. While we are still working to address some lower than desired proficiency scores, particularly in grades 3, 4 and 5, we are seeing greater gains in proficiency in grades 6-7 where our students are meeting or exceeding state averages in math or reading.

To ensure academic success for all of its students, we have implemented the following supports: