Exhibit S: Performance Improvement Plan – Probationary Contract

School Name: Crosslake Community School

Below is a detailed action plan to address specific shortcomings that may exist in order to achieve the school's intended and required academic, financial, operational, and/or environmental education outcomes. This written plan outlines specific benchmarks related to the school's renewal evaluation, a specific timeline, and identification of resource needs (time, money, expertise) to accomplish the milestones set forth in the plan. Osprey Wilds will monitor the school's progress and if benchmarks are not satisfactorily met as determined by OW, OW will proceed with Charter Review as outlined in **Exhibit Q: Range of Possible Interventions**.

The following provides a summary of the deficiencies and other issues evident in the school's Renewal Performance Evaluation (Exhibit O) and how they will be addressed during this contract term:

Academics
- Indicator Area 1: Mission-Related
  - Addressed through Exhibit G
- Indicator Area 3: Reading Growth
  - Addressed through Exhibit G
- Indicator Area 4: Math Growth
  - Addressed through Exhibit G
- Indicator Area 5: Reading Proficiency
  - Addressed through Exhibit G
- Indicator Area 6: Math Proficiency
  - Addressed through Exhibit G
- Indicator Area 8: Other Proficiency
  - Addressed through Exhibit G
- Indicator Area 9: Post-Secondary Readiness
  - Addressed through Exhibit G
- Indicator Area 10: Attendance
  - Addressed through Exhibit G

Environmental Education
- Indicator Area 5: Action
  - Addressed through Exhibit H

<u>Financial</u>
- N/A

<u>Operations</u>
- Indicator Area 1.2: Instruction & Assessment
  - Addressed below
- Indicator Area 2.1: Board Composition & Capacity
  - Addressed below
- Indicator Area 2.2: Board Decision-Making & Oversight
  - Addressed below

Milestone	Indicator(s) Addressed	Description of strategies and /or activities designed to meet the identified milestone.	Timeline	Person(s) Responsible
School instructional and assessment program is fully developed and functions effectively to produce high levels of student achievement and growth in both the online and seat-based programs.	O.1.2	• Staff members are trained in how to interpret and use STAR assessment results in their work with students (Board receive update from Directors about when this training occurs, check at November board meeting) • At least 4 testing site options throughout the state are available for online students to take the MCAs - based on actual student locations (Board receive update at February board meeting)	Annual Staff Training on STAR (update at Nov. board meeting) Online testing sites established by Feb 1	Online: Holly Amaya Seat-Based: Annette Klang Both: District Assessment Coordinator (TBD)
School identifies and articulates a shared vision for high quality teaching and learning in both the online and seat-based programs, including targeted professional development to support the needs of each program.	O.1.2	• Clearly delineate professional development funds available to online program, seat-based program, and individual staff members (included in budget review, May board meeting) • Each program's professional development outlines shared with the board, at least annually (review at November board meeting)	PD Funds clarified during budgeting process (April-May) Program PD outlines shared with the board	Finance Committee (funds) PD outlines: Online-Holly Amaya Seat-based-Annette Klang

			at November meeting	
School clearly defines and implements instructional leadership functions in both the seat-based and online programs to ensure there are structures in place to avoid accountability gaps.	0.1.2	● All instructional staff receive an administrative evaluation at least once every three years (Board receive update at May meeting) ● Additional evaluation and mentorship is done by the QComp leads in each program. (Board receive update at May meeting)	Administrative Evals take place in March-April of each year	Online: Holly Amaya, QComp leads Seat-based: Annette Klang, QComp leads
The school's instructional approach is rigorously and consistently aligned to standards in both the online and seat-based programs.	0.1.2	● <mark>Seat-based program is examining the addition of a Curriculum Coordinator or stipend Curriculum Committee chair role (board receive update at August meeting)</mark> ● The online program already has the Curriculum Coordinator position in place and this individual ensures standards alignment of the online program content. ● <mark>Summer curriculum funds are available for staff to work on additional standards alignment as needs are identified. ($6000 per program) (Board receive update at August meeting)</mark>	<mark>Plan for the seat-based Curriculum role in place by start of school year 2022-2023</mark>	Seat-based: Annette Klang Online Curriculum Coordinator: Emily Stull-Richardson
The school affirms students of all gender identities are valued and welcome and staff receive annual training on any relative policies or administrative procedures adopted by the board.	0.1.2	● The board approved the Administrative Guidelines for Gender Inclusion at the March 2022 board meeting. <mark>These guidelines will be incorporated into the staff handbook.</mark> ● The online staff has already participated in training, additional annual training for each program will be listed in the Program PD outlines to be presented at the November board meeting. ● <mark>Enrollment forms and student records management systems will be reviewed to ensure alignment with the Administrative</mark>	<mark>Staff Handbooks presented at the start of each school year.</mark> Annual training part of PD outlines for board in November.	Online: Holly Amaya Seat-based: Annette Klang

		==Guidelines (included in Director's report for August meeting)==	==Review forms and systems by August 15, 2022==	
School earns 50% or more of the possible points on the Academic Performance Evaluation.	O.1.2	● Goals have been thoughtfully revised to reflect the unique nature of each program (Reviewed at May 2022 board meeting) ● ==Academic goals will be shared with all staff, and progress on each goal will be communicated with staff annually at a minimum. (update at each PIP Review board meeting)== ● ==School directors will track and monitor academic progress on an ongoing basis, and will keep the board posted on needs that arise. (update at each Academic and PIP review board meetings)==	Directors will share current goals at all-staff meeting in August 2022 ==Goal progress sharing is ongoing as data becomes available, at least annually.==	Online: Holly Amaya Seat-based: Annette Klang
Meeting minutes document election of officers consistent with statute and bylaws.	O.2.1	This process was followed in 2021-2022 and will be followed moving forward. Minutes from 1/10/22 annual meeting: https://drive.google.com/drive/folders/13YXZKogsdLmRrt5w3W40-kMAS8uhbs8a	Ongoing	Board Secretary: Abigayle Swenson
Board monitors progress toward its performance on the charter contract at least four times / year in the area of Academic Performance (Exhibit G).	O.2.2	The board will review different aspects of the online and seat-based programs' academic performance on goals listed in Exhibit G, at least 4 times per year. Academic Performance Review Calendar: September December March June	September December March June	Academic Committee Chair Board Chair: Jared Griffin
Board monitors progress toward its performance on the charter contract at least four times / year in the area of Environmental Education (Exhibit H).	O.2.2	The board will review the online and seat-based programs' performance on EE goals listed in each program's ELP, at least 4 times per year. EE Review Calendar: October	October January April July	EE Committee Chairs Board Chair: Jared Griffin

		January April July		
The board monitors progress toward its contractual performance improvement plan (PIP) at least four times / year.	O.2.2	The board will review the school's performance on the strategies and activities listed on this PIP, at least 4 times per year. PIP Review Calendar: November February May August	November February May August	Board Chair: Jared Griffin
Board adopts Concussion Procedures.	O.2.2	Resolved prior to contract execution.	Approved at February 14, 2022 board meeting	CCS Board of Directors
Board adopts an Electronic Funds Transfer Policy.	O.2.2	Resolved prior to contract execution.	Approved at February 14, 2022 board meeting	CCS Board of Directors
Board Adopts a World's Best Work Force Policy.	O.2.2	Resolved prior to contract execution.	Approved at February 14, 2022 board meeting	CCS Board of Directors
Admissions policies and procedures comply with statute.	O.4.1	Revised policy was reviewed and approved by the CCS board on 2/14/22. https://drive.google.com/file/d/10nLOTYq3kHKMEWzSr6kwrSdLbUSdsagb/view	Prior to June 30, 2022	CCS Board of Directors