MCPSC
MO Charter Public School Commission

2023-2024 Annual Report

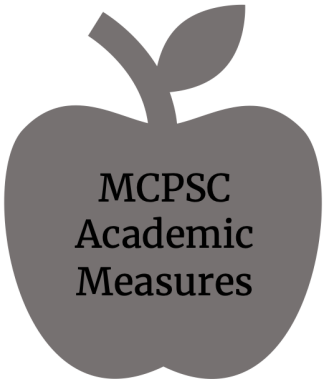
The Leadership School

Location: St. Louis
Grades Served: K - 3rd
Enrollment: 150

Overall Rating:
Does Not Meet

Year Opened 2022 - 2023
Next Renewal: 2026 - 2027
Contract Year: 2/5

MCPSC Performance Framework Measures



- Finance
- Learning Environment
- Governance
- Operational Compliance

School Contract Goals



- Learning Environment
- Governance
- Operational Compliance

MCPSC Performance Framework Summary

STANDARDS AND INDICATORS	SECTION STANDARD RATING
I. Academic	
State and Federal Accountability	N/A
Student Academic Performance	N/A
Student Academic Growth	N/A
II. Financial	
Near-Term Measures	Partially Meets
Long-Term Sustainability Measures	Meets
Financial Management and Oversight	Meets
III. LEARNING ENVIRONMENT	
School Environment	Meets
Education Program Compliance	Meets
Student Rights and Requirements	Meets
IV. GOVERNANCE	
Board Oversight and Accountability	Meets
Board Development, Growth and Operations	Meets
V. OPERATIONS	
Workplace Requirements and Environment	Meets
Compliance and Reporting	Meets

Understanding this Report

Dear Reader,

This report is distributed annually for each school sponsored by the Commission so parents/care givers, community members, elected officials and other stakeholders are informed about the performance of the schools we sponsor. The Commission monitors five key performance areas:

I. **Academics** – *How well are the students performing on national, state and interim assessment? Is the school meeting their performance contract goals? Is the school meeting its mission?*
II. **Finance** – *Has the school appropriately managed tax payer and philanthropic dollars to ensure the school is sustainable?*
III. **Learning Environment** – *Has the school met federal and state requirements so students are safe and have all the rights afforded to them?*
IV. **Governance** – *Has the board of directors provided the stewardship, oversite and accountability required of a public school board and a Missouri non-profit?*
V. **Operations** – *Has the school operated effectively, safely and in compliance with policies, regulations and statutes?*

The first two pages of this report provide readers with a quick summary of the schools performance. The Annual Performance of the school is rated **Meets**, **Partially Meets, Does Not Meet** or **Falls Far Below** based on results in each of the performance areas. Academics can also be rated **Exceeds** if it is higher than the state average. Targets for each indicator can be found in the performance framework. Ratings are color coded throughout the report, as outlined in this chart.

PERFORMANCE RATINGS DEFINED	
Exceeds	Exceeding expectations and showing exemplary performance. *Academic Performance is the only standard eligible for Exceeds.*
Meets	Generally meets the criterion, is performing well, is meeting expectations for performance, and/or minor concern(s) are noted.
Partially Meets	Meets some aspects of the criterion, but not others and/or moderate concern(s) are noted.
Does Not Meet	Does not meet aspects of the criterion and/or moderate concern(s) are noted.
Falls Far Below	Falls far below the stated expectations and/or significant concern(s) are noted. The failures are material and significant to the viability to the school.

Each key performance area contains a specific indicators and measures. Indicators gage these essential compliance and performance areas. The direction of the arrow will tell you if the school's performance for each specific area is improving or declining since last year's report.

Trends	
	More than a 5% difference from the prior year. Moving in the right direction over time
	Less than a 5% difference from the prior year. Neither increasing nor decreasing over time
	More than a 5% difference from the prior year. Moving in the wrong direction over time

Each indicator is made up of measures, based on observations and data collected by the Commission. The following pages detail the results of these measures for the current year. Explanations of the various measures, computations (where appropriate), and the source of the data can be found https://mcpsc.mo.gov/media/pdf/annual-report-terms-calculations-and-sources.

Acronym	Key
IC	In Compliance
NDP	No Debt Payments
NL	No Liabilities
ND	No Designation
Comp.	Comprehensive
Target.	Targeted

The Commission wishes to express its gratitude to the National Association of Charter School Authorizers for use of its research and publications, especially Core Performance Framework and Guidance. The Commission has adopted NACSA's Principles and Standards for authorizing. We have built our performance framework and annual report on NACSA's research and continue to strengthen our work based on national best practices in charter school accountability.

Sincerely,

Missouri Charter Public School Commission

The Leadership School Overview

GRADES SERVED	K - 3rd
SCHOOL ADDRESS	1785 Pennsylvania Ave., Pagedale, MO 63133
SCHOOL WEBSITE	https://www.theleadershipschoolstl.org
AREAS SERVED	Normandy
SCHOOL LEADER	Kimberly Townsend
BOARD PRESIDENT	Lennel Hunter
SCHOOL MISSION	The Leadership School exists to grow our students' leadership capacity through earnest engagement in an academically rigorous, culturally relevant, and relationship-oriented environment.

Student Demographics

TOTAL ENROLLMENT	150
PROPORTIONAL ATTENDANCE	72%/90%
RACE/ETHNICITY	% OF TOTAL
Asian/Pacific Islander	0.0%
Black	96.7%
Hispanic/Latino	0.7%
Multiracial & Other	0.0%
Native American	0.0%
White/Caucasian	2.7%

HISTORICALLY UNDERSERVED POPULATIONS % OF TOTAL	% OF TOTAL
Free or Reduced-Price Lunch	85.5%
Students with Disabilities	11.2%
English Language Learners	0.0%
Homeless/Migrant Students	0.0%

DISCIPLINE INCIDENTS – TOTAL	0
RACE/ETHNICITY	% OF TOTAL
Asian/Pacific Islander	0.0%
Black	0.0%
Hispanic/Latino	0.0%
Multiracial & Other	0.0%
Native American	0.0%
White/Caucasian	0.0%

STAFF AND BOARD DEMOGRAPHICS			
	BOARD	ALL EMPLOYEES	TEACHERS
TOTAL NUMBER	5	16	4
RACE/ETHNICITY % OF TOTAL			
Asian/Pacific Islander	0.0%	0.0%	0.0%
Black	80.0%	75.0%	75.0%
Hispanic/Latino	0.0%	6.0%	0.0%
Multiracial & Other	0.0%	6.0%	25.0%
Native American	0.0%	0.0%	0.0%
White/Caucasian	20.0%	13.0%	0.0%
Non-Disclosed	0.0%	0.0%	0.0%

STUDENT ENROLLMENT BY GRADE	
PK	N/A
K	39
1	27
2	41
3	45
4	N/A
5	N/A
6	N/A
7	N/A
8	N/A
9	N/A
10	N/A
11	N/A
12	N/A

I. Academic Performance

Academic Performance Overall:
N/A

This section provides an overview of the school's performance in the year reviewed on a variety of academic measures, and a view of recent historical trends the school is accountable for achieving, as established by applicable federal and state law and the charter contract. The measures provide information about student growth and outcomes.

INDICATORS AND MEASURES	STANDARD	FY22	FY23	FY24	RATING	TREND	NOTES
Federal Compliance	In Compliance (IC)		IC	IC	Meets		
ESSA Designation	No Designation	N/A	ND	ND	Meets		
State Rating	>70%		91.6%	38.0%	Falls Far Below		This is a combination of performance and continuous improvement points established by DESE for districts in MSIP 6. Data provided in rating is not consistent year over year and can't be compared.
Achievement – English (Student Group)	On Track for APR Status	N/A	N/A	318.0	Does Not Meet		
Achievement – Math (Student Group)	On Track for APR Status	N/A	N/A	254.9	Falls Far Below		

SCHOOL SPECIFIC GOALS	STANDARD	FY22	FY23	FY24	RATING	TREND	NOTES
Proficiency - English	50%	N/A	N/A	20%	Falls Far Below		By year five, at least 70% of students enrolled at The Leadership School for three consecutive years will score proficient or advanced on the state assessment in English Language Arts.
Proficiency - Math	40%	N/A	N/A	10%	Falls Far Below		By year five, at least 60% of students enrolled at The Leadership School for three consecutive years will score proficient or advanced on the state assessment in Mathematics.
Achievement Improvement - Reading	50%	N/A	62.0%	31.0%	Does Not Meet		Annually, decrease the number of students that are 2 grade levels and below by half (50%) as measured by the iReady reading diagnostic test.

SCHOOL SPECIFIC GOALS	STANDARD	FY22	FY23	FY24	RATING	TREND	NOTES
Achievement Improvement - Math	50%	N/A	65.0%	22.0%	Does Not Meet		Annually, decrease the number of students that are 2 grade levels and below by half (50%) as measured by the iReady math diagnostic test.
Achievement - Reading	75th	N/A	18th	18th	Falls Far Below		By year five, our students will score in the 75th percentile of test-takers in reading on NWEA, a nationally norm-referenced growth-measured assessment.
Achievement - Math	75th	N/A	18th	15th	Falls Far Below		By year five, our students will score in the 75th percentile of test-takers in math on NWEA, a nationally norm-referenced growth-measured assessment.

II. Finance

Finance Overall: Partially Meets

This section provides an overview of the school's performance in the year reviewed and a view of recent historical trends on financial measures the school is accountable for achieving. These measures are established by applicable federal and state law and the charter contract. They provide information about the school's financial health and sustainability.

INDICATORS AND MEASURES	STANDARD	FY22	FY23	FY24	RATING	TREND	NOTES
NEAR-TERM MEASURES							
Percentage Fund Balance	≥ 3%	N/A	2.4%	5.0%	Meets	↗	
Current Ratio	> 1	N/A		NL	Meets		
Unrestricted days Cash on Hand	30/60	N/A	8	18	Falls Far Below	↗	
Debt Default	Making Payments, complying with covenants	N/A	Meets	Meets	Meets		
LONG-TERM SUSTAINABILITY MEASURES							
Total Margin and Three-Year Total Margin Ratio	Positive	N/A	-0.1%	3.1%	Meets	↗	
Debt to Asset Ratio	< .9	N/A	0.00	0.00	Meets		
Debt Service Coverage Ratio	≥ 1.1	N/A	NDP	NDP	Meets		
FINANCIAL MANAGEMENT AND OVERSIGHT							
Annual Financial Audit	Material Compliant	N/A	Meets	Meets	Meets		
Financial Reporting and Compliance	Material Compliant	N/A	Meets	Meets	Meets		
Enrollment Variance	≥95%	N/A	65%	109%	Meets	↗	

III. Learning Environment Compliance

Learning Environment Overall:
Meets

This section reports the school's overall performance in fulfilling is obligation to provide a safe, healthy and equitable place for children to learn and grow. These measures are established in mostly in federal and state statues, as well as those items required in the school's charter and contract.

INDICATORS AND MEASURES	STANDARD	RATING	NOTES
SCHOOL ENVIRONMENT			
Complying with facilities and transportation requirements	Material Compliant	Meets	
Complying with health and safety requirements	Material Compliant	Meets	
Handling student information and data appropriately	Material Compliant	Meets	
EDUCATION PROGRAM COMPLIANCE			
Implementing the material terms of the education program as defined in the current charter contract	Material Compliant	Meets	
Complying with applicable education requirements	Material Compliant	Meets	
STUDENT RIGHTS AND REQUIREMENTS			
Protecting the rights of all students	Material Compliant	Meets	
Protecting the rights of students with disabilities	Material Compliant	Meets	
Protecting the rights of English Language Learner (ELL) students, migrant and homeless students	Material Compliant	Meets	

SCHOOL SPECIFIC GOALS	STANDARD	RATING	NOTES
Attendance: Annually, for the first 3 years, TLS will have at least a 90% average daily attendance rate. By year five, TLS will increase to 93% average daily attendance rate.	90%	Meets	92% ADA
Student Leadership: TLS will achieve the Leader in Me Lighthouse School Certification prior to renewal.		Meets	Leader In Me MRA Score - 73%
Positive School Culture: Annually, for the first 3 years, at least 85% of student will respond posivitely on the Panorama	85%	Meets	

Education survey that their voice matters in the school and that they are satisfied with our culture. By year five, student voice and satisfaction will increase to 95% of students.			
Positive School Culture: Annually, for the first 3 years, 85% of parents/family members will respond positively on the Panorama Education Family and Community Engagment survey that they are satisfied with the school. By year 5, satisfaction will increase to 95% of parents/family members.	85%	Does Not Meet	MRA Score - 73% overall, 72 points for family & community engagement and 74 for student leadership (both areas much lower than desired)
Positive School Culture: Annually, 90% of staff members will respond positively on the Panorama Education survey that their voice matters in the school and that they are satisfied with our culture.	90%	Does Not Meet	On the MRA report, staff leadership was a 71, staff environment was also a 71 and all academic areas were 73.
Student Retention: Anuually, at least 85% of students enrolled on October 1 will be re-enrolled the following year, as measured by the percent of students who leave the school for reasons other than moving out of the enrollment zone.	85%	Meets	86%
Staff Retention: Annually, at least 85% of students enrolled on October 1 will be re-enrolled the following year, as measured by the percent of students who leave the school for reasons other than moving out of the enrollment zone.	85%	Meets	For the 2023-24 school year: total returned = 86%; total eligible = 91%

IV. Governance

Governance Overall:
Meets

This section reports the board of directors overall performance in the year in fulfilling legal requirements and fiduciary/public stewardship responsibilities Compliance with state statutes and Commission policies relevant to governing a public school and Missouri non-profit are also rated in this section.

INDICATORS AND MEASURES	STANDARD	RATING	NOTES
Board Oversight and Accountability			
Complying with governance requirements	Material Compliant	Meets	
Holding management accountable	Material Compliant	Meets	
Board Development, Growth and Operations			
Fulfills Governance and Fiduciary Duties	Material Compliant	Meets	
Complying with reporting requirements	Material Compliant	Meets	

SCHOOL SPECIFIC GOALS	STANDARD	RATING	NOTES
Board Engagement: Each year, 100% of board members will attend, at a minimum, 80% of the scheduled board meetings	80%	Meets	100%
Board Engagement: For each fiscal year, 100% of board members will contribute financially to fundraising goals.	100%	Meets	

V. Operational Compliance

Operational Compliance Overall:
Meets

This section reports the school's overall performance in the year reviewed in fulfilling legal and contractual requirements and responsibilities relevant to organizational reporting and monitoring requirements.

INDICATORS AND MEASURES	STANDARD	RATING	NOTES
WORKPLACE REQUIREMENTS AND ENVIRONMENT			
Staffing Compliance	Material Compliant	Meets	
Professional Work Environment	Material Compliant	Meets	
COMPLIANCE AND REPORTING			
Complying with Reporting Requirements	Material Compliant	Does Not Meet	To Sponsor: 77% on time; 100% complete with 97% accurate
Complying with All Other Obligations	Material Compliant	Meets	

SCHOOL SPECIFIC GOALS	STANDARD	RATING	NOTES
Data Reporting: Annually, at least 90% of state data, reporting and compliance submissions to the sponsor and to DESE will be accurate and on time.	>90%	Does Not Meet	To Sponsor: 77% on time; 100% complete with 97% accurate