

UP ACADEMY CHARTER SCHOOL OF DORCHESTER

UP Academy Charter School of Dorchester (UAD)			
Type of Charter (Commonwealth or Horace Mann)	Horace Mann III	Location	Boston, MA
Regional or Non-Regional	Non-Regional	Districts in Region	N/A
Year Opened	2013	Year(s) Renewed	2018, 2023
Maximum Enrollment	750	Chartered Grade Span	PK-8
Mission Statement:			
UP Academy will ensure that its students acquire the knowledge, skills, and strength of character necessary to succeed on the path to college and to achieve their full potential.			

<p>Key Design Elements (with parenthetical citations to pages from the charter application or charter amendment):</p> <ol style="list-style-type: none"> 1. High level of academic and behavioral expectations in an atmosphere of enthusiasm and joy. (page xi of charter application) 2. Rigorous, standards-based curriculum, instruction, and assessments (page xi of charter application) 3. Robust network of supports for students, family, and staff. (page xi of charter application)
--

The charter school commits to meeting Criteria 1 through 10 as outlined in the Charter School Performance Criteria.

Date of Preliminary Department Approval:	6/28/2023
Date of Board Approval:	
Date of Department Approval:	

Objectives and Measures related to Mission and Key Design Elements (required):

Objective (for KDE 1): UAD will hold a high level of academic and behavioral expectations in an atmosphere of enthusiasm and joy.	
<p>Measure:</p> <ul style="list-style-type: none"> By the end of the charter term UP Academy Dorchester will decrease the average number of referrals per student from the 2021-22 rate of 19.6 per student to 14.7 per student, which represents a 25% decrease. 	<p>Data to be reported:</p> <ul style="list-style-type: none"> Total number of referrals for the academic year Average enrollment throughout the academic year <p>Data collection plan:</p> <ul style="list-style-type: none"> Student referrals are entered into the school-wide student information system. Student referral information is gathered by UP Academy Dorchester Staff. Data is stored in the student information system. Reports are available within the student information system in addition to dashboards established for the school and network.
<p>Measure:</p> <ul style="list-style-type: none"> By the end of the charter term, UP Academy Dorchester students will rate the school and classroom climate at 55% favorable or higher on the Panorama Class Feedback Survey or similar survey. At least 60% of students will respond to the survey. 	<p>Data to be reported:</p> <ul style="list-style-type: none"> Results of the section on school and classroom climate on the Panorama Class Feedback survey, or similar survey that asks students to evaluate school and/or classroom climate. At least 60% of students will respond to the student survey each year - this number will be determined by student enrollment and the number of students responding to the student survey <p>Data collection plan:</p> <ul style="list-style-type: none"> At least once a year UP Academy Dorchester will administer the Panorama Classroom Level Survey or similar student survey UP Education Network Data Team will access the results each June Survey results are hosted on the Panorama platform, a similar platform, or on an internal dashboard
Objective (for KDE 2): UP Academy Dorchester will provide students with high-quality, rigorous instruction	
<p>Measure:</p> <ul style="list-style-type: none"> Instruction: Each year, at least 80% of teachers in year 2 of employment and beyond at UP and who were offered a contract for the next school year are rated as overall Proficient or above on 	<p>Data to be reported:</p> <ul style="list-style-type: none"> Calculate the average percent of teachers in year 2 of employment or above at UP rated as proficient or above on the DESE summative ratings Number of teachers in year 2 of employment or above Number of teachers rated as “P” or above <p>Data collection plan:</p>

<p><i>their Summative Evaluation, which is modeled after the MA Model System for Educator Evaluation Classroom Teacher Rubric.</i></p>	<ul style="list-style-type: none"> ● Review data in evaluation platform ● UP Education Network Talent Team will access the results each June to report out in the Annual Report ● Evaluation results are hosted in BambooHR or another similar platform.
<p>Measure:</p> <ul style="list-style-type: none"> ● <i>Each year UP Academy Dorchester students will rate the school at 70% favorable or higher on Rigorous Classroom Expectations on the Panorama Classroom Level Survey or similar survey. At least 60% of students will respond to the survey.</i> 	<p>Data to be reported:</p> <ul style="list-style-type: none"> ● Results of the section on Classroom Rigorous Expectations on the Panorama Classroom Level Survey, or a similar survey that asks students to evaluate rigorous classroom expectations ● At least 60% of students will respond to the student survey each year - this number will be determined by student enrollment and the number of students responding to the student survey <p>Data collection plan:</p> <ul style="list-style-type: none"> ● At least once a year UP Academy Dorchester will administer the Panorama Classroom Level Survey or similar student survey ● UP Education Network Data Team will access the results each June ● Survey results are hosted on the Panorama platform, a similar platform, or on an internal dashboard
<p>Objective (for KDE 3): UP Academy Dorchester will establish a robust network of supports for students, family, and staff.</p>	
<p>Measure:</p> <ul style="list-style-type: none"> ● <i>By the end of the charter term, UP Academy Dorchester students will rate the school at 55% favorable or higher in Self-Efficacy on Panorama’s Social-Emotional Learning survey or similar survey. At least 60% of students will take the student survey.</i> 	<p>Data to be reported:</p> <ul style="list-style-type: none"> ● Results of the section on Self-Efficacy on the Panorama Social-Emotional Learning Survey, or a similar survey that asks students to rate their self-efficacy. ● The number and percent of favorable responses on a student, social-emotional learning survey ● At least 60% of students will respond to the student survey each year - this number will be determined by student enrollment. Percentage & number of students responding to the student survey <p>Data collection plan:</p>

	<ul style="list-style-type: none"> At least once a year UP Academy Dorchester will administer the Panorama SEL Survey or similar student survey UP Education Network Data Team will access the results each June Survey results are hosted on the Panorama platform, a similar platform, or on a Tableau dashboard
<p>Measure:</p> <ul style="list-style-type: none"> <i>UP Dorchester’s commitment to supporting faculty will be reflected by retaining at least 75% of teachers each year, excluding teachers who move for reasons unrelated to work (moved out of state, left for family reasons, left for another role in the network, continuing education).</i> 	<p>Data to be reported:</p> <ul style="list-style-type: none"> Number and percentage of teachers who are retained from one year to the next, excluding teachers who move for reasons unrelated to work based on exit survey results <p>Data collection plan:</p> <ul style="list-style-type: none"> The UP Education Network HR team will track who signs recommitment letters each March to return to UP Academy Dorchester the following year and will track any additional returning staff attrition through the end of the year and will compare these to exit surveys At the end of each school year UP Education Network’s HR Tracking system and internal Google Doc/Sheets tracker
<p>Measure:</p> <ul style="list-style-type: none"> <i>UP Dorchester’s commitment to supporting faculty will be reflected by retaining at least 75% of teachers of color each year, excluding teachers who move for reasons unrelated to work (moved out of state, left for family reasons, left for another role in the network, continuing education).</i> 	<p>Data to be reported:</p> <ul style="list-style-type: none"> Number and percentage of staff of color who are retained from one year to the next, excluding teachers who move for reasons unrelated to work based on exit survey results <p>Data collection plan:</p> <ul style="list-style-type: none"> The UP Education Network HR team will track who signs recommitment letters each March to return to UP Academy Dorchester the following year and will track any additional returning staff attrition through the end of the year and will compare these to exit surveys At the end of each school year UP Education Network’s HR Tracking system and internal Google Doc/Sheets tracker
<p>Measure:</p> <ul style="list-style-type: none"> <i>Every year, UP Academy Dorchester families will indicate a favorable perception of the school with an NPS (net promoter score) of at least 40. At least 30% of families will respond.</i> 	<p>Data to be reported:</p> <ul style="list-style-type: none"> Results from the question: “How likely is it that you would recommend a family member or friend send their child to UP Academy Dorchester?” <p>Data collection plan:</p> <ul style="list-style-type: none"> At least once a year, UP Academy Dorchester will administer a survey to families

	<ul style="list-style-type: none"> ● UP Education network Data team will access the results of the family survey at the end of each school year ● Survey results are hosted on the Panorama platform or in UP’s internal file management system
<p>Measure: <i>UP BostonUP Dorchester will implement a calendar of at least five school-wide “joyful events” each school year for families and students to participate in, including celebrations of culture and relationship-building opportunities.</i></p>	<p>Data to be reported:</p> <ul style="list-style-type: none"> ● Number of joy events planned for and executed on in annual “joy” calendar <p>Data collection plan:</p> <ul style="list-style-type: none"> ● The UAD Family Engagement Coordinator and UAD Director of Operations will gather this information through review of the annual joy calendar and through observations ● At the end of each school year ● The joy calendar will be shared with families, stored on an internal file management system, and where appropriate, events will also be advertised in a variety of places, including through UAD’s social media accounts

Objective and Measures related to Dissemination (required):

<p>Objective: UAD will share best practices about curriculum & instruction, school design & replication, school climate & culture or operational supports with other public schools, both locally and nationwide.</p>	
<p>Measure:</p> <ul style="list-style-type: none"> ● <i>UP Dorchester School staff and UP Education Network staff will share best practices from UP Academy Dorchester and the network’s approach to school restart with schools and partners in the Boston area each year.</i> 	<p>Data to be reported:</p> <ul style="list-style-type: none"> ● The number of annual staff presentations and dissemination opportunities. <p>Data collection plan:</p> <ul style="list-style-type: none"> ● Staff presentations will be captured via tracker annually by the UP Network Operations Team ● Results will be reviewed and finalized at the end of the year. Details on dissemination will be shared out via the dissemination tracker in the Annual Report each July. ● The dissemination tracker is available for view in the Annual Report, which is stored in a number of places, including on UP Academy Dorchester’s Website and UP’s internal file management system.
<p>Measure:</p> <ul style="list-style-type: none"> ● <i>UP Dorchester School staff and UP Education Network staff will present best practices from UP Academy</i> 	<p>Data to be reported:</p> <ul style="list-style-type: none"> ● The number of annual staff presentations and dissemination opportunities.

Dorchester and the network's approach to school restart at national conferences each year.

Data collection plan:

- Staff presentations will be captured via tracker annually by the UP Network Operations Team
- Results will be reviewed and finalized at the end of the year. Details on dissemination will be shared out via the dissemination tracker in the Annual Report each July.
- The dissemination tracker is available for view in the Annual Report, which is stored in a number of places, including on UP Academy Dorchester's Website and UP's internal file management system.