



The measures and targets

This section will explain the performance expected of your school should your application be successful. It sets out the different outcomes we want to see, and how we will measure your success in achieving those outcomes.

A significant part of our selection criteria is based off this section, so please read it carefully and ask any questions if you have them.

This document **The measures and targets** is part 3 of 5 application documents. Please make sure that you read all documentation provided including the additional appendixes.



Performance management framework

Charter Schools are subject to increased oversight and accountability through the performance management framework. It will enable interventions when required while also supporting high-performing Charter Schools to grow and share good practice.

The framework will address challenges encountered in the prior model such as reducing duplication across legislation and contracts, providing clarity on the roles of the Ministry and ERO, allowing the collection of complete and sufficient data from schools; and ensuring interventions are well understood by sponsors.

Measures and targets

The framework sets out clearly defined performance outcomes, measures, and targets, as well as the tools used to track these. It will be used to hold sponsors to account and will provide Government and the community with assurance that Charter Schools are delivering quality education. The specific performance outcomes, measures and targets will be included in the sponsor's contract with the Charter School Agency.

Monitoring

The Charter School Agency will take primary responsibility for day-to-day monitoring of Charter Schools but will work collaboratively with the Education Review Office (ERO) to deliver an effective Monitoring Framework.

The framework will hold sponsors accountable to contracted performance outcomes. The Charter School Agency will report as required to the Authorisation Board.

The Charter School Agency's monitoring activities include:

- Review of Charter Schools annual self-audit in June of each year (required under legislation) including a set of independently audited financial accounts.
- Additional reporting milestones included in contracts, including end-of-year reporting in December against some outcome areas.
- Contracts will specify what performance information is to be provided,

4through the use of specific tools or submission of data. The performance measures and targets will be standardised across schools or a group of schools.

ERO's role is to further strengthen accountability and public transparency, and they will:

- Conduct pre-establishment checks on new charter schools and complete verification reports within the first year of establishment.
- Conduct cyclical monitoring to validate and verify the information provided by charter schools against their contracts, with a primary objective of ensuring the physical and emotional safety of children and young people is maintained. These reports will be published to ensure public transparency.

Intervention framework

The intervention framework lays out specific actions that can be used where a charter school is not meeting its contractual or legislative obligations, including performance outcomes and targets, or not providing information needed to assess performance.

The intervention framework will operate proportionally, with the objective of responding to poor performance using the most appropriate level of intervention. The Authorisation Board will consider progress over time when applying an intervention.

Interventions to be set in legislation and used by the Authorisation Board	
1	Require a sponsor to provide specific information or carry out a specific action
2	Require the Education Review Office to conduct a review of the school
3	Replacement of the sponsor
4	Termination of the contract

Charter School | Kura Hourua Performance measures

Outcome	Measure	Targets*	Reporting Tool/ Method	Frequency
Attendance	Attendance at school (Mean attendance)	Expected to be a standardised target percentage of attendance.	Electronic Attendance Register, e.g., ENROL with an SMS	Daily and termly; annually as part of self-audit in June

Outcome	Measure	Targets*	Reporting Tool/ Method	Frequency
Student Achievement	Primary Years 3 to 10 <ul style="list-style-type: none"> • Reading or Pānui • Writing or Tuhituhi • Mathematics or Pāngarau 	Expected to be a target percentage of all students at or above expected curriculum level for each year level with progress to be measured as a whole of school level.	Assessment tools such as: <ul style="list-style-type: none"> • e-asTTle (MoE) • Progressive Achievement Tests (PATs - NZCER) • Te Waharoa Ararau (MoE) 	Biannually – as part of self-audit in June and follow-up report in December
	Secondary Years 11 and above <ul style="list-style-type: none"> • Qualification attainment 	Expected to be a standardised target across all schools with performance thresholds applied based on Equity Index Bands.	NCEA Level 2 attainment/equivalent in an approved qualification	Annually as part of self-audit in June

Outcome	Measure	Targets*	Reporting Tool/ Method	Frequency
Financial Performance	Financial Health –Key Indicators include: <ul style="list-style-type: none"> • Operating surplus • Working capital ratio • Debt/equity ratio • Operating cash • Enrolment variance 	Expected individual targets against each of the Key Indicators	Annual self-audit and follow-up report	Biannually – as part of self-audit in June and follow-up report in December

***Final decisions on targets are still being made and will be provided as soon as they are confirmed.**

Outcome	Measure	Targets*	Reporting Tool/ Method	Frequency
Financial Performance	Financial Probity <ul style="list-style-type: none"> Discharge of all contractual obligations before using any profit Notification when any source of anticipated funding (on which the ongoing viability of the sponsor or school(s) is dependent) will not be available. Notification of any failure to pay debt from borrowed money; or of any expectation they will fail to pay this debt in future. Related party disclosure Sensitive expenditure policies in place Expected use of funds and financial plans 	<p>Financial probity will not require performance targets.</p> <p>A sponsor's failure to meet standards carries an immediate risk to students and/or school operations.</p>	Annual self-audit and follow-up report	Biannually – as part of self-audit in June and follow-up report in December

Outcome	Measure	Targets*	Reporting Tool/ Method	Frequency
Standard Minimum Compliance (SMC)	<ul style="list-style-type: none"> Minimum of 75% certificated teachers and up to 25% Limited Authority to Teach holders (LATs) appointed to teaching positions in Charter Schools. Student enrolment requirements School day, hours, and term date requirements Reporting requirements Record keeping and data management Insurance Transport provision requirements (if applicable) Property (if applicable) 	<p>SMC measures will not require performance targets.</p> <p>A sponsor's failure to meet standards carries an immediate risk to students and/or school operations.</p>	<p>Annual self-audit, including:</p> <ul style="list-style-type: none"> Sponsor Assurance Statement self-audit check 	Annually as part of self-audit in June

***Final decisions on targets are still being made and will be provided as soon as they are confirmed.**