



DISTRICT OF COLUMBIA PUBLIC CHARTER SCHOOL BOARD

FY 2026 PERFORMANCE PLAN

MAY 27, 2025

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1 INTRODUCTION

This document is the Fiscal Year 2026 Performance Plan for the District of Columbia Public Charter School Board.

This Performance Plan is the first of two agency performance documents published each year. The Performance Plan is published twice annually – preliminarily when the Mayor’s budget proposal is delivered, and again at the start of the fiscal year when budget decisions have been finalized. A companion document, the Performance Accountability Report (PAR), is published annually in January following the end of the fiscal year. Each PAR assesses agency performance relative to its annual Performance Plan.

Performance Plan Structure: Performance plans are comprised of agency Objectives, Administrative Structures (such as Divisions, Administrations, and Offices), Activities, Projects and related performance measures. The following describes these plan components, and the types of performance measures agencies use to assess their performance.

Objectives: Objectives are statements of the desired benefits that are expected from the performance of an agency’s mission. They describe the goals of the agency.

Administrative Structures: Administrative Structures represent the organizational units of an agency, such as Departments, Divisions, or Offices.

Activities: Activities represent the programs and services an agency provides. They reflect what an agency does on a regular basis (e.g., processing permits).

Projects: Projects are planned efforts that end once a particular outcome or goal is achieved.

Measures: Performance Measures may be associated with any plan component, or with the agency overall. Performance Measures can answer broad questions about an agency’s overall performance or the performance of an organizational unit, a program or service, or the implementation of a major project. Measures can answer questions like “How much did we do?”, “How well did we do it?”, “How quickly did we do it?”, and “Is anyone better off?” as described in the table below.

Measures are printed in the Performance Plan along with the Objective, Administrative Structure, Activity, or Project that they measure.

Measure Type	Measure Description	Example
Quantity	Quantity measures assess the volume of work an agency performs. These measures can describe the inputs (e.g., requests or cases) that an agency receives or the work that an agency completes (e.g., licenses issued or cases closed). Quantity measures often start with the phrase “Number of...”.	“Number of public art projects completed”
Quality	Quality measures assess how well an agency’s work meets standards, specifications, resident needs, or resident expectations. These measures can directly describe the quality of decisions or products or they can assess resident feelings, like satisfaction.	“Percent of citations issued that were appealed”
Efficiency	Efficiency measures assess the resources an agency used to perform its work and the speed with which that work was performed. Efficiency measures can assess the unit cost to deliver a product or service, but typically these measures assess describe completion rates, processing times, and backlog.	“Percent of claims processed within 10 business days”

(continued)

Measure Type	Measure Description	Example
Outcome	Outcome measures assess the results or impact of an agency's work. These measures describe the intended ultimate benefits associated with a program or service.	"Percent of families returning to homelessness within 6-12 months"
Context	Context measures describe the circumstances or environment that the agency operates in. These measures are typically outside of the agency's direct control.	"Recidivism rate for 18-24 year-olds"
District-wide Indicators	District-wide indicators describe demographic, economic, and environmental trends in the District of Columbia that are relevant to the agency's work, but are not in the control of a single agency.	"Area median income"

Targets: Agencies set targets for most performance measures before the start of the fiscal year. Targets may represent goals, requirements, or national standards for a performance measure. Agencies strive to achieve targets each year, and agencies provide explanations for targets that are not met at the end of the fiscal year in the subsequent Performance Accountability Report.

Not all measures are associated with a target. Newly added measures do not require targets for the first year, as agencies determine a data-informed benchmark. Changes in some measures may not indicate better or worse performance. They may be "neutral" measures of demand or input or outside of the agency's direct control. In some cases, the relative improvement of a measure over a prior period is a more meaningful indicator than meeting or exceeding a particular numerical goal, so a target is not set.

2 DISTRICT OF COLUMBIA PUBLIC CHARTER SCHOOL BOARD OVERVIEW

Mission: The D.C. Public Charter School Board's (PCSB) mission is to provide quality public school options for DC students, families, and communities by conducting a comprehensive application review process, providing effective oversight of and meaningful support to DC public charter schools, and by actively engaging key stakeholders.

Summary of Services: The PCSB carries out four key functions. 1) ensure that only the highest quality organizations are approved to open charter schools which is accomplished through our comprehensive application review process, 2) make effective oversight decisions in the interest of students and hold charter schools to high standards with respect to results, 3) provide clear feedback to charter schools and maintain a system of rewards and consequences to manage progress towards desired outcomes, 4) actively engage key stakeholders to ensure transparency and accountability through an exchange process that facilitates the sharing of critical information and feedback regarding community impact and preferences.

Objectives:

1. Pilot and begin to implement the Annual School Performance Index Report & Evaluation (ASPIRE) accountability framework to improve school quality
2. Enhance DC PCSB's talent systems and policies to align with the strategic plan and talent philosophy, and to retain DC PCSB staff
3. Enhance the effectiveness of DC PCSB's fiscal and compliance oversight by strengthening governance, school management organization, and other oversight areas.
4. Develop processes to authentically engage stakeholders to increase community engagement and parent education on the value of strong authorizing practices in meeting the needs of DC families and communities.
5. Cultivate relationships with a diverse group of stakeholders including DC agencies and other organizations to improve supports and outcomes for DC students

3 PROPOSED OBJECTIVES

3.1 PILOT AND BEGIN TO IMPLEMENT THE ANNUAL SCHOOL PERFORMANCE INDEX REPORT & EVALUATION (ASPIRE) ACCOUNTABILITY FRAMEWORK TO IMPROVE SCHOOL QUALITY

No Related Measures

3.2 ENHANCE DC PCSB'S TALENT SYSTEMS AND POLICIES TO ALIGN WITH THE STRATEGIC PLAN AND TALENT PHILOSOPHY, AND TO RETAIN DC PCSB STAFF

No Related Measures

3.3 ENHANCE THE EFFECTIVENESS OF DC PCSB'S FISCAL AND COMPLIANCE OVERSIGHT BY STRENGTHENING GOVERNANCE, SCHOOL MANAGEMENT ORGANIZATION, AND OTHER OVERSIGHT AREAS.

No Related Measures

3.4 DEVELOP PROCESSES TO AUTHENTICALLY ENGAGE STAKEHOLDERS TO INCREASE COMMUNITY ENGAGEMENT AND PARENT EDUCATION ON THE VALUE OF STRONG AUTHORIZING PRACTICES IN MEETING THE NEEDS OF DC FAMILIES AND COMMUNITIES.

No Related Measures

3.5 CULTIVATE RELATIONSHIPS WITH A DIVERSE GROUP OF STAKEHOLDERS INCLUDING DC AGENCIES AND OTHER ORGANIZATIONS TO IMPROVE SUPPORTS AND OUTCOMES FOR DC STUDENTS

No Related Measures

4 PROPOSED ACTIVITIES

4.1 PROMOTE DC PCSB'S TALENT SYSTEM TO DELIVER ON MISSION AND VISION.

Design learning systems for DC PCSB staff and continue to socialize our mission and vision across the agency.

Measure Type	Measure	Directionality	FY2023	FY2024	FY2025 Target	FY2026 Target
Outcome	Create a learning plan for all DC PCSB staff to align with DC PCSB mission and vision.	Neutral	100%	100%	*	*

* Specific targets are not set for this measure

4.2 ENHANCE INTERNAL TALENT SYSTEMS

Operationalize DC PCSB internal talent philosophy.

Measure Type	Measure	Directionality	FY2023	FY2024	FY2025 Target	FY2026 Target
Outcome	Continue to implement a system and tools to facilitate high-quality onboarding to PCSB to be delivered in partnership by HR and people leaders	Neutral	New in 2025	New in 2025	New in 2025	*

* Specific targets are not set for this measure

4.3 COMMUNITY ENGAGEMENT

Inform a diverse group of stakeholders on the ASPIRE framework.

Measure Type	Measure	Directionality	FY2023	FY2024	FY2025 Target	FY2026 Target
Outcome	Continue implementing the communications strategy to engage diverse stakeholders around the ASPIRE framework	Neutral	New in 2024	100%	*	*

* Specific targets are not set for this measure

4.4 OVERSIGHT EFFECTIVENESS

Effectively manage collection and review of Local Education Agencies (LEA) financial and compliance submissions throughout the school year

Measure Type	Measure	Directionality	FY2023	FY2024	FY2025 Target	FY2026 Target
Outcome	Strengthen DC PCSB's financial oversight policies	Up is Better	New in 2025	New in 2025	New in 2025	1%
Quantity	Complete enrollment projections process	Neutral	100	100	*	*

* Specific targets are not set for this measure

4.5 ACCOUNTABILITY

Phased release of Local Education Agencies (LEA) ASPIRE

Measure Type	Measure	Directionality	FY2023	FY2024	FY2025 Target	FY2026 Target
Outcome	Launch the ASPIRE framework	Neutral	100%	100%	*	*

* Specific targets are not set for this measure

4.6 INTERAGENCY COORDINATION

Coordinate with diverse stakeholders including DC government agencies to facilitate charter schools and students access to services and supports

Measure Type	Measure	Directionality	FY2023	FY2024	FY2025 Target	FY2026 Target
Outcome	Design and implement an engagement plan across diverse stakeholders, including ed- and ed-adjacent partners	Neutral	100%	100%	100%	100%
Quantity	Attend relevant task force meetings and groups	Up is Better	100	100	*	*

* Specific targets are not set for this measure