



**DISTRICT OF COLUMBIA PUBLIC CHARTER SCHOOL BOARD  
PROPOSED FY 2025 PERFORMANCE PLAN**

**APRIL 3, 2024**

# CONTENTS

---

- Contents** **2**
- 1 District of Columbia Public Charter School Board** **3**
- 2 Proposed 2025 Objectives** **4**
- 3 Proposed 2025 Operations** **5**
- 4 Proposed 2025 Key Performance Indicators and Workload Measures** **6**

# **1 DISTRICT OF COLUMBIA PUBLIC CHARTER SCHOOL BOARD**

---

*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.

*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.

## 2 PROPOSED 2025 OBJECTIVES

---

### Strategic Objective

---

Pilot a new school accountability framework to improve school quality

Enhance talent systems and policies to align with the strategic plan and talent philosophy, and to retain staff

Improve public charter school fiscal and compliance oversight by strengthening governance and school management organization oversight

Develop processes to authentically engage stakeholders to increase community engagement and parent education

Cultivate relationships with DC agencies and other organizations to improve supports and outcomes for DC students

---

### 3 PROPOSED 2025 OPERATIONS

Operation Title	Operation Description	Type of Operation
<b>Pilot a new school accountability framework to improve school quality</b>		
Pilot a new school accountability framework to improve school quality	Prepare for release and implementation of the revised accountability framework	Key Project
<b>Enhance talent systems and policies to align with the strategic plan and talent philosophy, and to retain staff</b>		
Implement a system and tools to facilitate high-quality onboarding to PCSB to be delivered in partnership by HR and people leaders	design the system and ensure inclusive socialization across the agency	Daily Service
<b>Improve public charter school fiscal and compliance oversight by strengthening governance and school management organization oversight</b>		
Improve public charter school fiscal and compliance oversight by strengthening governance and school management organization oversight	Manage collection and review of all financial and compliance data and document submissions throughout the school year	Daily Service
<b>Develop processes to authentically engage stakeholders to increase community engagement and parent education</b>		
Develop and execute a communications campaign to support the revised accountability framework	Launch and sustain a public information campaign to increase awareness and engagement around the revised accountability framework	Key Project
<b>Cultivate relationships with DC agencies and other organizations to improve supports and outcomes for DC students</b>		
Cultivate relationships with DC agencies and other organizations to improve supports and outcomes for DC students	Coordinate with various DC government agencies to ensure charter schools and students have access to all city services and supports	Daily Service

## 4 PROPOSED 2025 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

### Key Performance Indicators

Measure	Directionality	FY 2022	FY 2023	FY 2024 Target	FY 2025 Target
<b>Pilot a new school accountability framework to improve school quality</b>					
Seek Board approval of Revised Accountability Framework Technical Guide.	Neutral	New in 2024	100%	New in 2024	100%
Release Revised Accountability Framework to public	Neutral	New in 2024	100%	New in 2024	100%
<b>Enhance talent systems and policies to align with the strategic plan and talent philosophy, and to retain staff</b>					
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 2024	100%	New in 2024	100%
<b>Improve public charter school fiscal and compliance oversight by strengthening governance and school management organization oversight</b>					
Nearly all financial oversight policy provisions go into effect	Neutral	New in 2024	New in 2024	New in 2024	No Target Set
<b>Develop processes to authentically engage stakeholders to increase community engagement and parent education</b>					
Develop and execute a communications campaign to support the revised accountability framework	Neutral	New in 2024	100%	New in 2024	100%
<b>Cultivate relationships with DC agencies and other organizations to improve supports and outcomes for DC students</b>					
Implement ed- and ed-adjacent partnership engagement plan	Neutral	New in 2024	100%	New in 2024	100%

Workload Measures

Measure	FY 2022	FY 2023
<b>Pilot a new school accountability framework to improve school quality</b>		
Pilot Accountability framework	New in 2024	100%
<b>Implement a system and tools to facilitate high-quality onboarding to PCSB to be delivered in partnership by HR and people leaders</b>		
Socialize system and implement it across the agency	New in 2024	100%
<b>Improve public charter school fiscal and compliance oversight by strengthening governance and school management organization oversight</b>		
Complete enrollment projections process	100	100
<b>Develop and execute a communications campaign to support the revised accountability framework</b>		
Grow communications activities by 20% by June 30, 2024	New in 2024	100%
Increase the engagement activities with ed and ed-adjacent organizations by 10% by June 30, 2024	New in 2024	100%
<b>Cultivate relationships with DC agencies and other organizations to improve supports and outcomes for DC students</b>		
Attend relevant task force meetings and groups	100	100