

Program Award Opportunities

1. Board / Leadership Merit
2. High Performance Merit
3. Longevity
4. Attendance
5. Professional Certification Completion
6. Employee Referral

Definitions:

- **Board / Leadership / Merit** — Executive/Senior leaders who significantly contribute to producing results that meet or exceed expectations that align to board approved goals that support organizational success, growth, and achievement. *(See Metrics & Goals Section)*
- **High Performance / Merit** — An Employee who significantly contributes to producing results that meet or exceed the goals that have been approved by the board, which demonstrate success above and beyond standard norms. (i.e. % growth in Math and ELA, scholar or staff/team success(es) or high performance). *(See Metrics & Goals Section)*
- **Longevity** — An employee of Momentum for at least 5 years without corrective action in the 2 preceding years of award year.
- **Attendance** — An employee that has an average attendance rate 95% attendance throughout the current school year.
- **Professional Certification** — A teacher or administrator that has obtained an initial professional certification in the current school year.
- **Employee Referral** — An individual who has been employed with Momentum for at least 30 days and has referred a hiree to the organization who remains for at least 90 school days.

Awards

Award	Amounts	Awards Possible Per Employee Per Year	Payout
Board / Leadership	up to \$5,000	1	June
High Performance / Merit	\$1000	2	December and May
Longevity	\$1,000	1	July
Attendance	\$500	2	December and June
Professional Certification	\$2,000	1	December or May
Employee Referral:			The next pay period after the employee reaches 90 days.
Hourly Employee	\$250	NA	
Salary Employee	\$450		

Merit Metrics

ATTENDANCE	10 month employee	12 month employee
An attendance rate of 95% or greater	178 days in SY23-24	223 days in SY23-24
Student Attendance	92% or greater	

23-24 SY Momentum Goals

NWEA Growth Goals	Culture Goals
50% met growth goal in math	<ul style="list-style-type: none">90% of Morning Meetings include core components: Greeting, Second Step Lesson, Class Cheer, & Scholar Pledge90% of students and teachers and administrators meet the vision of excellence for all scholar habits and school wide routines (Ex: Morning Circle/Meeting, Arrival/Dismissal, Lunch/Recess, Transitions, HALLS/PASS, Classroom Volume expectations, hand signals)90% of Team Members implement Reactive Behavior Protocols90% of teachers implement Tier 1 teacher taxonomy with proficiency (Precise Directions, Narration, Teach with Confidence)
50% met growth goal in reading	
10% increase in prof & Adv. in math	
10% increase in prof & Adv. in reading	
10% decrease in below basic in math	
10% decrease in below basic in reading	

Goals Continued On Next Page

Bucket	Facilities Maintenance	HR, Talent & Payroll	Development	Reporting & Compliance	Extra-Curricular Programming	Marketing	Organizational Leadership	Finance & Accounting	Real Estate	Risk Management	C-Team Support	School Operations	Technology	Food Program	Enrollment
Key Owner	Dir Facilities	Sr. HR Generalist	Dir Federal Programs	Dir Federal Programs	Dir Federal Programs	COO	COO	COO	COO	COO	COO	Regional Operations Mgr	Regional Operations Mgr	Regional Operations Mgr	Regional Operations Mgr
Vision of Excellence	Ensure clean, safe, and well-maintained learning environments that reflect Momentum's vision.	HR systems and policies create a welcoming and supportive environment that fosters joy for new and existing staff members.	Secure resources to support organizational priorities.	Meet all compliance deadlines without corrective actions.	Provide fun experiences outside of school hours that foster character, confidence and community.	Communicate a strong brand that is representative of who we are	Lead and manage team to execute organizational vision for all stakeholders.	Momentum's budget is in service of organizational priorities.	Manage fiscally sustainable buildings.	Protections, response plans, and systems effectively mitigate and protect scholars, staff, and financial risk.	Support the C-Team to execute activities in service of district vision.	Establish, monitor, and continually refine effective and efficient centralized systems that support school needs.	Scholars and teachers have the technology they need to deliver on the instructional program.	We feed scholars compliant, timely, nutritious and fresh meals every day.	Promote Momentum Academy's vision to recruit and retain families to fill all seats.
2023-24 Goals	85% of staff are satisfied with facility team responsiveness.	85% of staff agree that policies support a positive work environment	90% of grants received are in direct support of programmatic plans.	100% of compliance reporting deadlines are met.	30% of scholars participate in extracurricular programming.	50% of responding families agree/strongly agree with "I identify with the Momentum brand."	100% of Ops team members report clarity of role and measures of success.	<5% overage on FY24 budget by June 2024.	Meet FY24 network-wide facilities budget target	<20 risky situations are escalated to COO that do not have a mitigation plan/policy.	80% participant satisfaction	90% of tasks on the school ops checklist completed.	90% of staff are satisfied with response time to technology tickets	No more than 1 gap on each school's annual self review, and none that repeat from previous year	80% of students who start the year persist through end of year
	80% of staff are satisfied with custodial responsiveness and cleanliness of the building.	80% of core positions are filled by July 1		Less than 2 findings that result in corrective action plan or loss of money.		80% of audited communications reflect established branding guidelines.	Less than 2 proficient Ops team members depart annually.	Deliver FY25 budget on time.	Establish a long-term financial plan for facilities management by Jan 2024.		90% C-Team report satisfaction	75% of Principals agree that the regional Ops team provides: - clear and timely communication - access to the information they need - clarity for who to go to for what	Do not exceed 3% of the technology budget as measured quarterly.	Receive 100% of budget food program funding	Enroll 80% of families who apply
							% of Ops team that agree/strongly agree "Our team operates aligned to our Ops and Momentum values."				Goals for success achieved				

Initiative Goals	95% time cards are corrected and approved on time for each payroll cycle	Pre-K program receives its accreditation by _____
	95% of managers complete OT approval process on time for each payroll cycle	

Bucket	Instructional Model	Student Data & Assessments	Instructional Supports	Academic Compliance	Professional Development	Board Relations	Development & Advocacy	Risk Management	Organizational Leadership	Team Management
Key Owner	CCI	CCI	CCI	CCI	ED	ED	ED	COO	Shared	Shared
Vision of Excellence	Determine and design the core, high quality, culturally relevant instructional programming provided to all scholars.	Ensure aligned implementation of assessment and data analysis process to drive student growth.	Determine and design high quality additional supports necessary to create equity for all scholars.	Ensure the academic program meets all state requirements.	Develop and deliver high quality professional development to build capacity and increase team member effectiveness.	Build strong relationships and ensure alignment with the Board in service of organizational goals.	Develop partnerships and visibility within the local community and across the sector in order to establish a national presence and secure resources for the organization.	Protections, response plans, and systems effectively mitigate and protect the organization from risk.	Set vision and culture and build structures to ensure long-term success of the organization.	Lead and manage a team to execute organizational vision for all stakeholders and achieve team goals.
2023-24 Goals	90% of time students had an opportunity to access grade-appropriate assignments on annual TNTP assessment	50% of scholars meet their growth data in core content areas annually	10% decrease in students scoring Below Basic in Math/ELA annually	100% of our academic policies meet DESE requirements	On PDs aligned to Theories of Action 75% participants agree/strongly agree that “The tools/strategies I learned today will help me improve in my work.”	90% of planned communications are delivered on-time	Network has at least 1 “high level” community partner that directly supports key priorities.	<20 (<2/mo) risky situations are escalated to C-Team that do not have a mitigation plan/policy.	75% of staff agree/strongly agree with “I feel a sense of belonging” on an annual staff culture survey.	70% of evaluated C-team managed team members ranked proficient
	75% of time students had an opportunity to access strong instruction on annual TNTP assessment		% of students who move into Tier 1 2x year [revisit after 2023-24]	Compliance data is provided on time 100% of the time.		90% of bi-weekly Board Chair check in agenda items are relevant to organizational priorities and goals	Network invited to at least one National platform that can provide resources or funding.		Organization is within 5% points of balanced scorecard metrics.	Retention exceeds 80% for C-team managed team members (invited to return)
										Average score 4/5 on “There is someone at work who encourages my development” on C-Team 360.