Our vision is to be ***THE*** model of excellence and innovation in education.

Our mission is to educate, develop, and nurture the mind, body, and spirit of children so that they emerge as lifelong learners and world ready leaders.

Promise Academies
Board of Directors Meeting
Location: Promise Academy Spring Hill

October 30, 2025
4:00 PM

https://us06web.zoom.us/my/promiseacademy?pwd=Znl4UUhIZ0JqRGhhYVVzdjFhUUlYUT09&omn=88008203022

I. Call to order – Charles Gerber

II. Invocation

III. Adoption of the Agenda

IV. Tennessee Public Charter Schools Commission
- Introduction
- Overview of the School Performance Framework
- 2024-2025 SPF Results

V. Finance Report – Carmen Fondren & Greg Thompson

VI. Hollywood Update

VII. Academics & Data
- School status – Level 4
- Current Data Trends
- Strategies to Improve

VIII. Adjournment

TENNESSEE
PUBLIC CHARTER SCHOOL COMMISSION

Governing Board Presentation

Promise Academy Spring Hill

October 30, 2025

Agenda

- The Charter Commission and what is the makeup of its portfolio?
- What are the updates for the charter sector?
- How are schools held accountable each year and how is it communicated to schools and governing boards?
- What is included in the Commission's School Performance Framework?
- How is Promise Academy performing on the Commission's School Performance Framework?

Charter Commission Background & Updates

CHARTER COMMISSION

The Charter Commission's portfolio of schools by geographic district:

County	Number of Schools
Davidson	15
Shelby	9
Rutherford	1
Total Schools*	**25**

Commission schools currently serve around 8,600 students.

*Twenty-four in operation for SY25-26.

West Grand Division Commissioners

- Mr. Terence Patterson
  - Five Year Term
- Chair Chris Richards
  - Five Year Term
- Mr. Tom Marino
  - Five Year Term

Legislative Updates

- Streamlining of responsibilities between state agencies:
  - State Board of Education:
    - Publish and develop charter school applications.
    - Publish and develop other key documents such as renewal and interim guidance documents.
  - Tennessee Department of Education:
    - Supports charter schools and charter school authorizers in the implementation of rules and policies.
  - Tennessee Public Charter School Commission:
    - Tracks applications statewide (new start, amendment, and renewal).
    - New Direct Pathway (next slide).

Legislative Updates

- Sponsors can apply directly to the Commission for a new start school or replication under the following conditions:
  - Higher Education
  - Three denials overturned by local district (not currently applicable)
- Sponsors can also apply directly to the Commission for a replication.
  - Limited to counties where the operator already has a school open.
  - Must replicate school with same academic focus.
- Renewal Appeal Terms - Appeals
  - Schools approved for renewal on appeal to the Commission can be approved for a five- or ten-year term.

West Grand Division

District (2023-24)	% BHN	% ED	% EL	% SWD
State of Tennessee	39%	29%	9%	15%
Memphis-Shelby County Schools	94%	53%	13%	11%

School Name (2025-26)	% BHN	% ED	% EL	% SWD
Bluff City High School	97.5%	39.4%	11.6%	12.0%
Cornerstone Prep Denver Campus	98.9%	78.5%	<5%	11.5%
Cornerstone Prep Knight Road Campus	96.4%	52.4%	29.8%	22.6%
Cornerstone Prep Lester Campus	97.9%	83.4%	<5%	14.4%
Empower Memphis Career and College Prep				
Lester Prep	98.1%	75.7%	<5%	19.9%
Libertas School of Memphis	85.2%	38.0%	<5%	21.0%
Promise Academy Spring Hill	99.5%	46.5%	<5%	12.0%
Wooddale Middle School				

Sources: TDOE SY23-24 Profile Data Files – District Level. Accessed via Data Downloads.
EIS Extract – October 1.

Performance Management

Upcoming Feedback

- SY24-25:
  - Drafts of the framework will be shared as final data files are released from the department.
  - Annual Report is finalized by January 1, 2026 and posted on the Commission's website.
- SY25-26:
  - Performance review letters will be provided in November and April and will include mostly organizational indicators.
  - Promise Academy had their annual site visit on October 29. The site visit report will be shared within 30 days of the visit.

The Annual Report and SPF

- By January 1 of each year, the Commission publishes a report of the previous school year that evaluates each school's performance on the School Performance Framework ("SPF").
- The SPF includes three sections:
  - Academic
  - Financial
  - Organizational
- Each section has multiple indicators.

SPF: Academic Section

Section	Weight	Context
Student Outcomes	25-35%	Aligned to the state accountability system's letter grades
Mission-Specific Goal	10%	Individualized goal by school
Comparative Performance	40%	Include comparative performance overall to the resident district and by subgroup
Overall TVAAS Composite Index	15-25%	Aligned to the TVAAS growth measure

The change in weight is to highlight schools which have demonstrated strong growth – shifting more weight to the TVAAS section with a Level 4 or 5.

Comparative performance includes: all students; Black, Hispanic, Native American; economically disadvantaged; English learners; students with disabilities.

Academic Performance

School Year	Student Outcomes	Mission-Specific Goal	Comparative Performance	TVAAS
SY23-24	Does Not Meet Standard: Letter Grade C	Meets Standard	Meets Standard	Exceeds Standard: 4
SY24-25	TBD	Meets Standard	Estimated: Meets Standard	Exceeds Standard: 4

Preliminary SY24-25 Comparative Data: PASH

Metric	Comparison to MSCS	SPF Alignment
All students: ELA	-7.1%	Does Not Meet
All students: Math	-0.1%	Meets
All students: Science	-6.4%	Does Not Meet
BHN: ELA	-5.2%	Does Not Meet
BHN: Math	+1.3%	Meets
ED: ELA	-1.6%	Meets
ED: Math	+5.4%	Exceeds

Note: The following are not included due to suppression: SWD ELA and math, EL ELA and math

TVAAS: Evaluation Composites – District and School SY24-25

Name	Overall Evaluation Composite Level
Tennessee Public Charter School Commission	**Level 5**
Bluff City High School	Level 4
Cornerstone Prep Denver	Level 5
Cornerstone Prep Lester Campus	Level 5
KIPP Antioch College Prep Elementary	Level 5
KIPP Antioch College Prep Middle	Level 5
KIPP Antioch Global Middle School	Level 5
KIPP Antioch Global High School	Level 5
LEAD Neely's Bend	Level 5
Lester Prep	Level 3
Libertas School of Memphis	Level 5
Nashville Collegiate Prep	Level 3
Promise Academy Spring Hill	Level 4
Rocketship Dream Community Prep	Level 5
Rocketship Nashville Northeast Elementary	Level 3
Rutherford Collegiate Prep	Level 1
Tennessee Nature Academy	Level 1
Wooddale Middle School*	Level 1

*Under another district during SY24-25, joined TPCSC in SY25-26

1(d) and 1(e): Student Retention Rates

Metric	Promise Academy	District Median Rate	West Division Median Rate
All Eligible Students	65.6%		
Eligible BHN	65.7%		
Eligible ED	66.9%		
Eligible EL	<10 students		
Eligible SWD	78.8%		

Student retention rates are measured from October 1, 2024 to October 1, 2025. Student retention rates are calculated by determining unique student to unique student retention.

Intervention

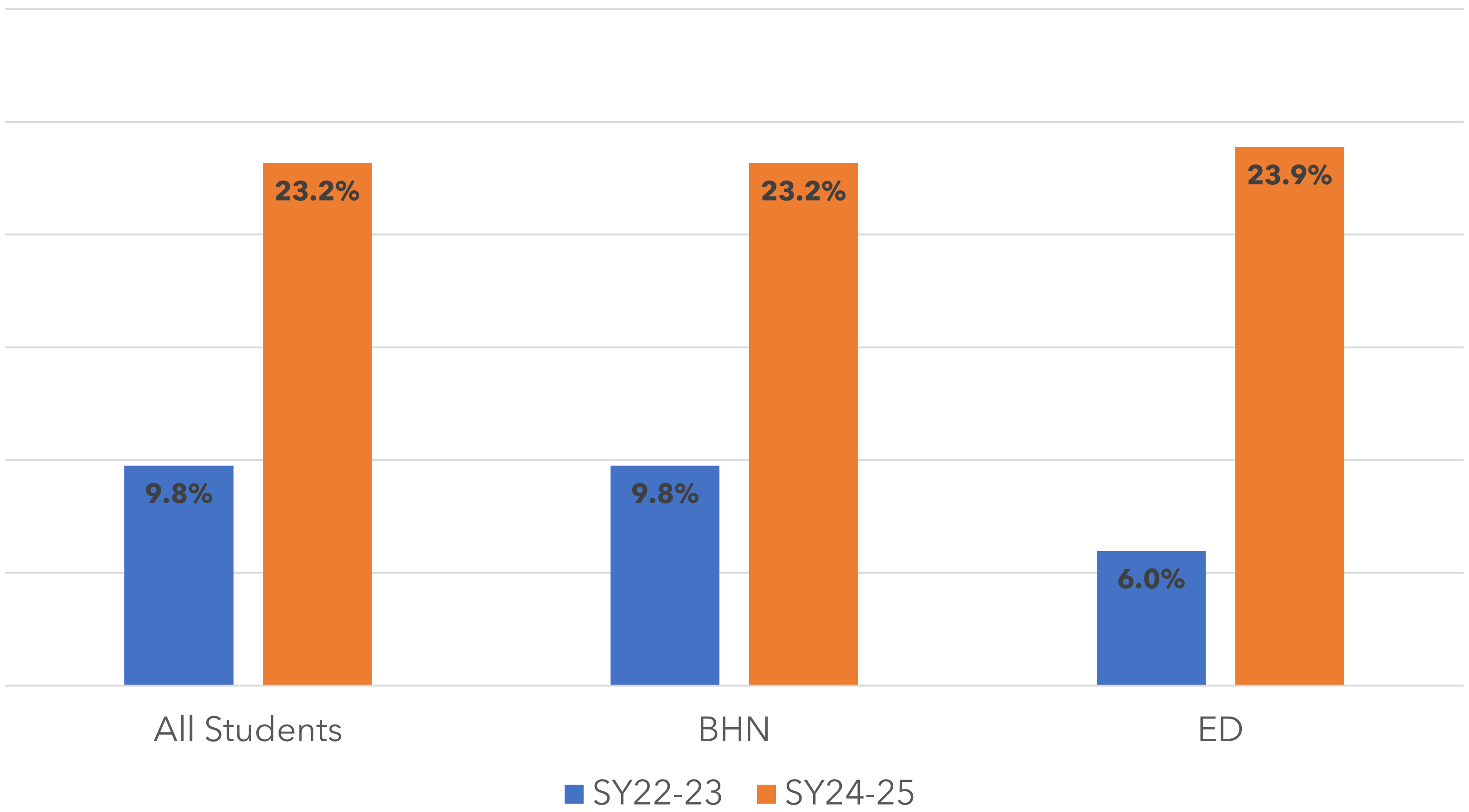
- Promise Academy was issued a notice of concern in 2023-24 regarding compliance in the following areas:
  - **Timely Audit Submission:** Ensuring all audits are submitted on schedule.
  - **Financial reporting:** Submitting all required financial reports in a complete, accurate, and timely manner.
  - **Services to Students with Disabilities:** Maintaining full compliance with regulations pertaining to students with disabilities.
- While the notice of concern has been removed, if concerns resurface, the school could receive additional intervention.

Cohort Performance

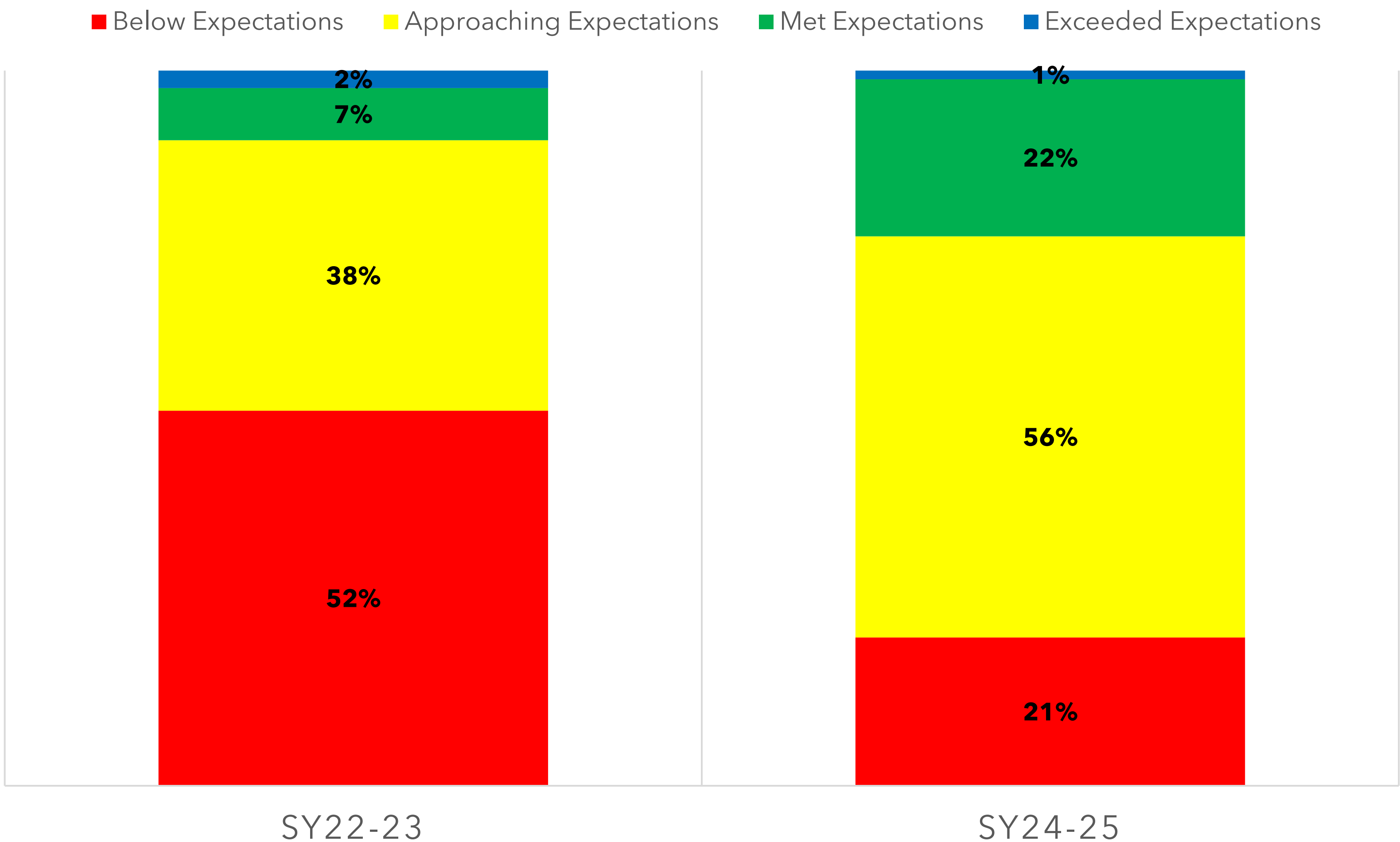
Cohort Performance

- For schools with data, the Commission is tracking cohort performance over time.
  - The data included represent students enrolled in each year presented.
- Two visualizations:
  - The Cohort Success Rate graphs represent the percentage of the cohort proficiency each year by subgroup on TCAP.
  - The Cohort Performance Levels represent the percentage of each cohort within each performance level on TCAP.

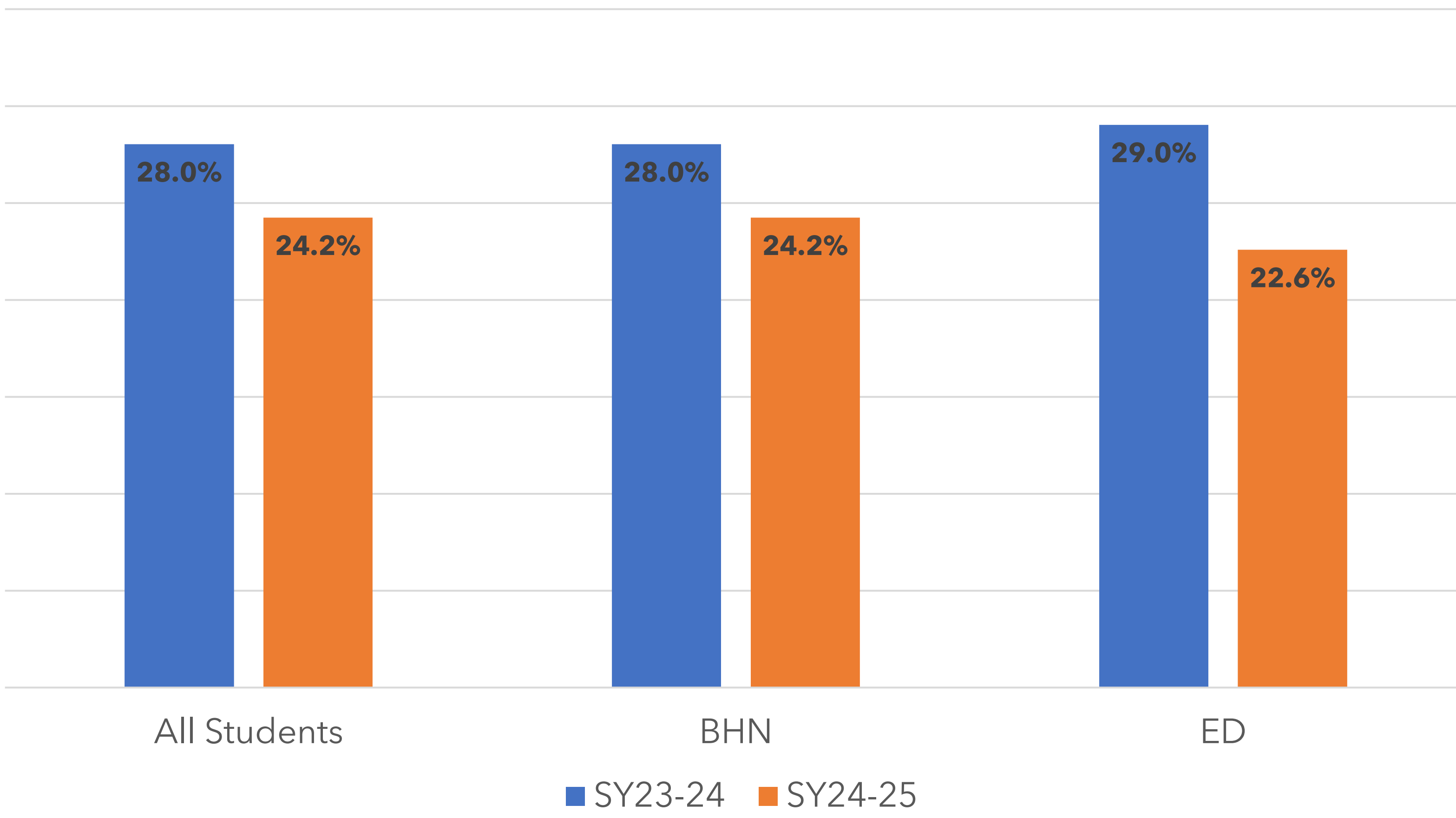
SY22-23 Cohort Success Rate: Promise Academy Spring Hill – ELA



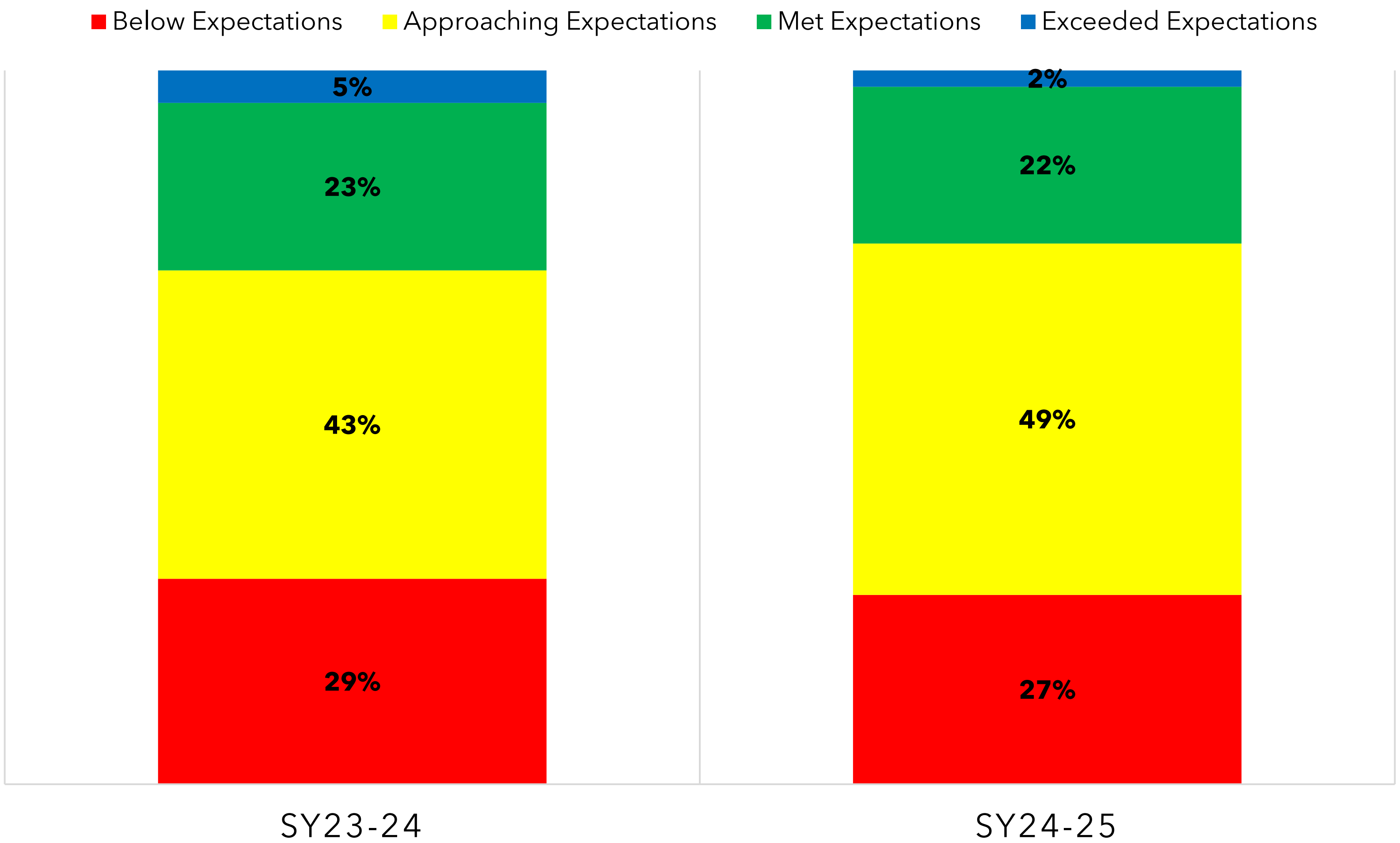
SY22-23 Cohort Performance Levels: Promise Academy Spring Hill– ELA



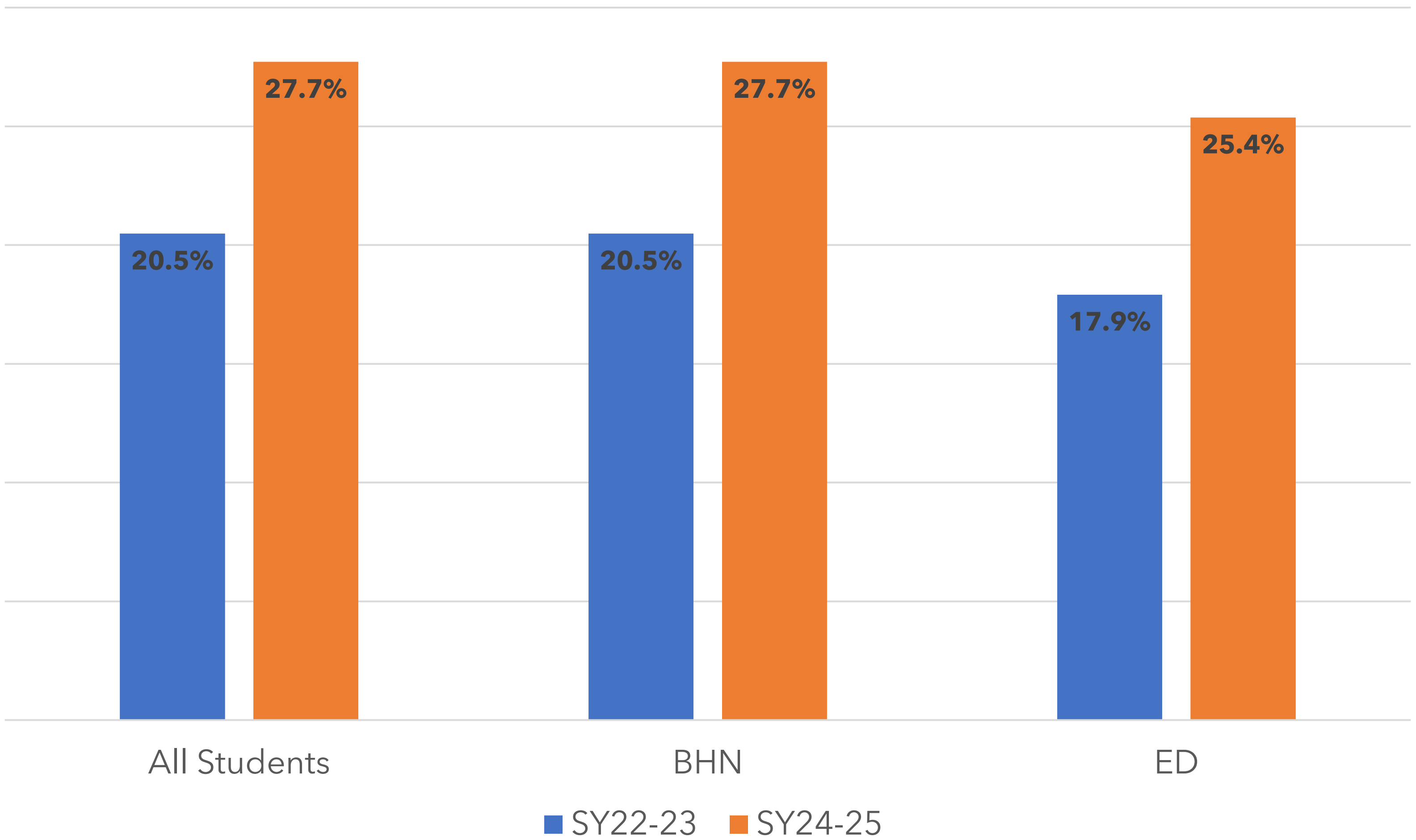
SY23-24 Cohort Success Rate: Promise Academy Spring Hill – ELA



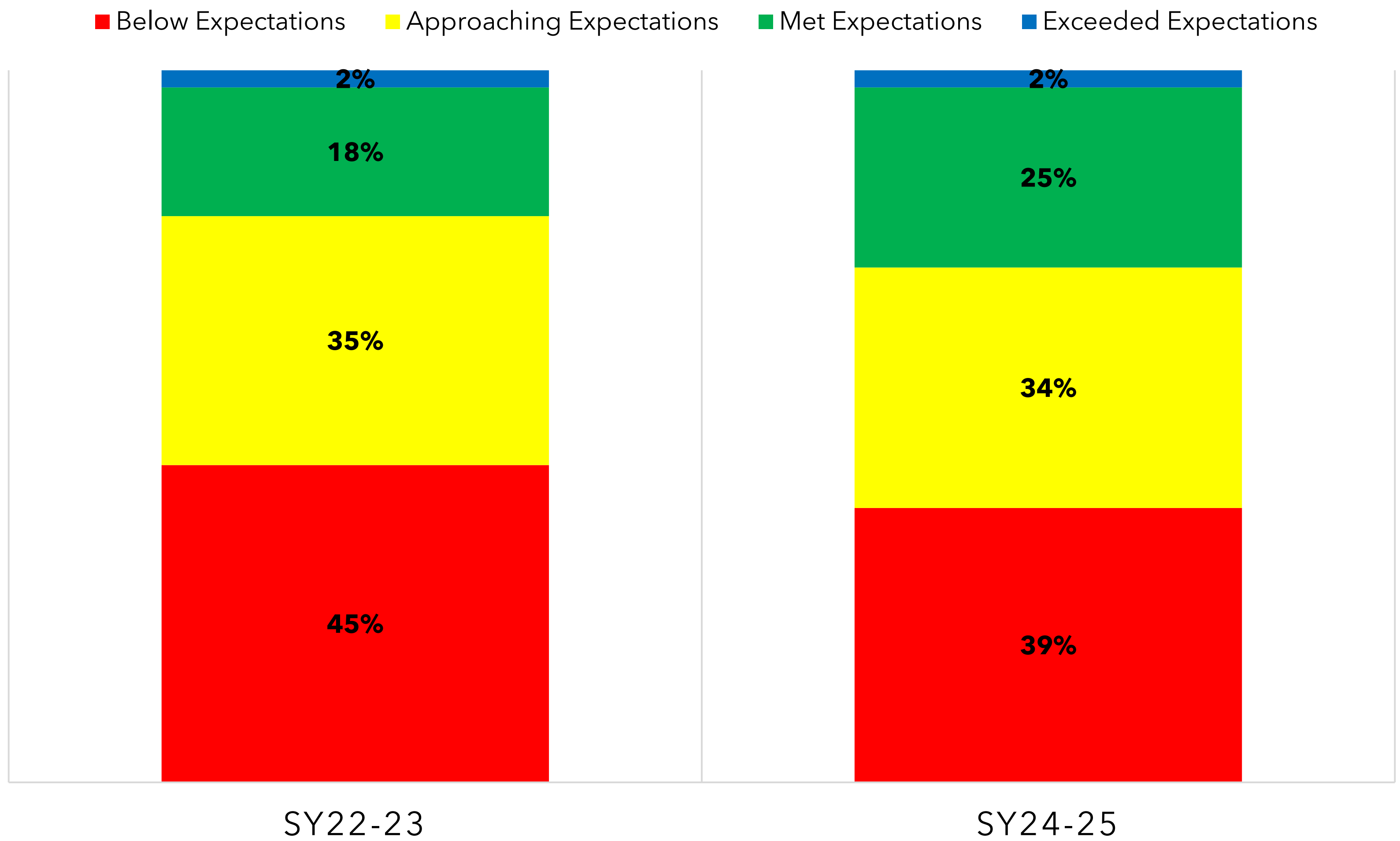
SY23-24 Cohort Performance Levels: Promise Academy Spring Hill– ELA



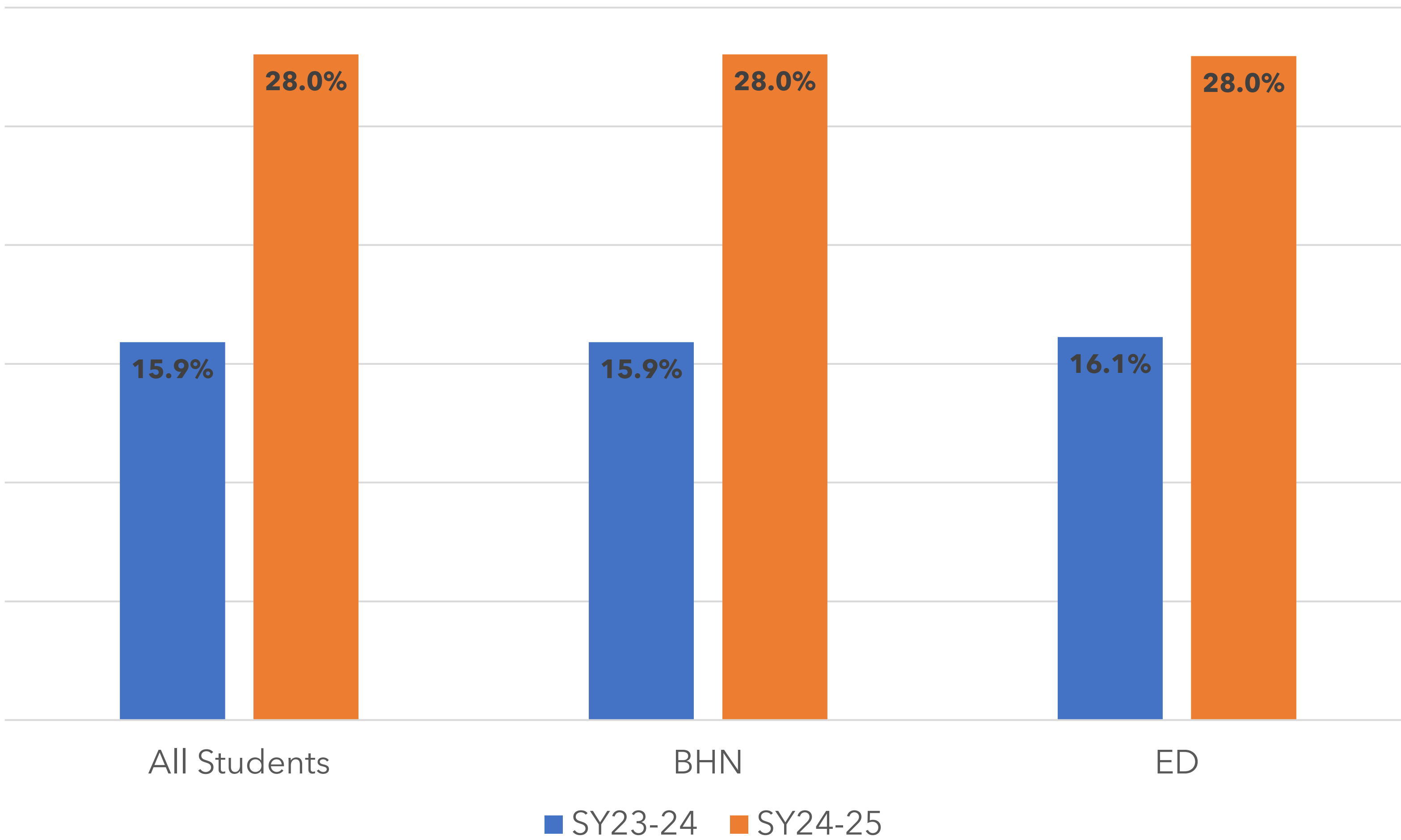
SY22-23 Cohort Success Rate: Promise Academy Spring Hill – Math



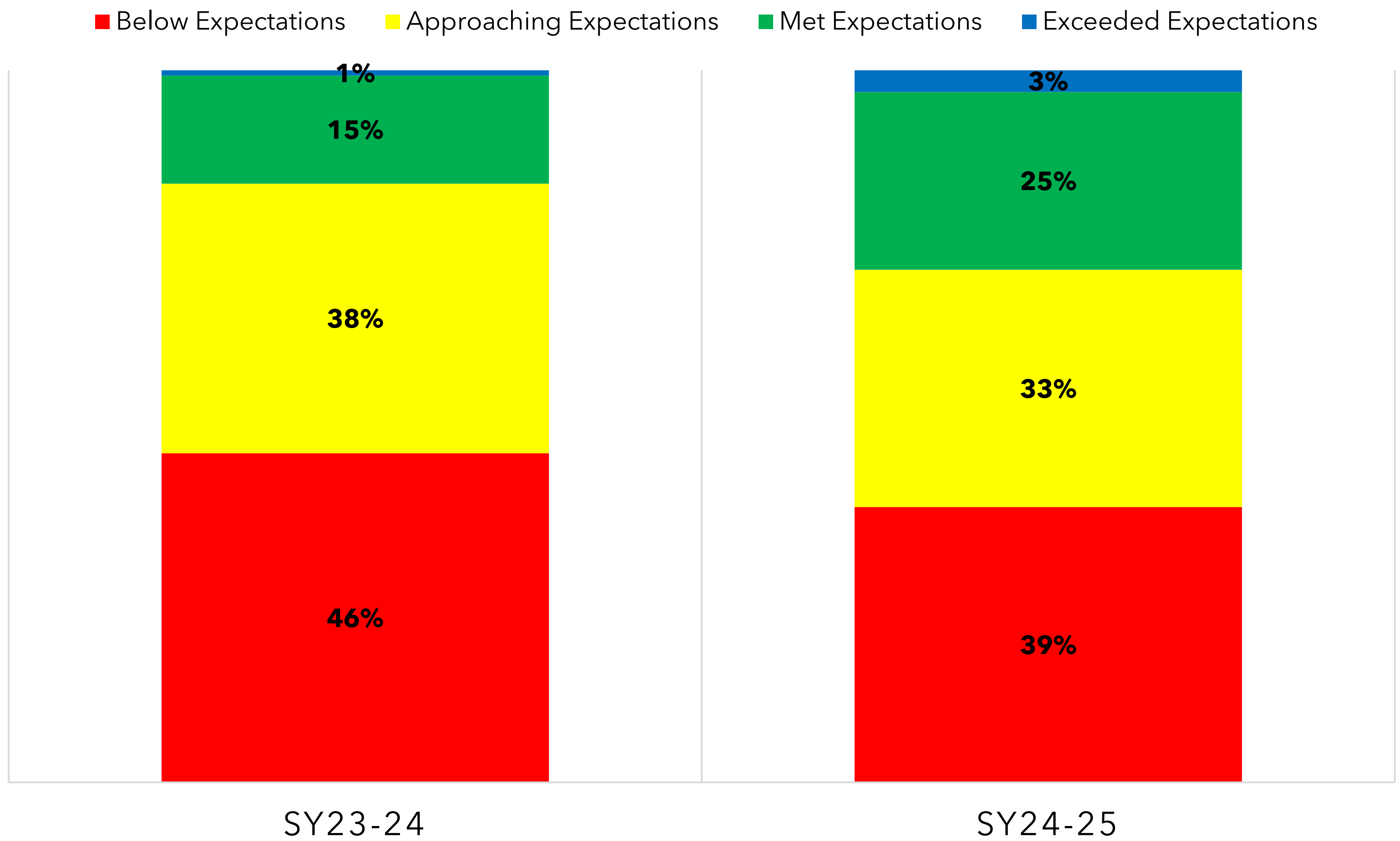
SY22-23 Cohort Performance Levels: Promise Academy Spring Hill– Math



SY23-24 Cohort Success Rate: Promise Academy Spring Hill – Math



SY23-24 Cohort Performance Levels: Promise Academy Spring Hill– Math



TENNESSEE

PUBLIC CHARTER SCHOOL COMMISSION

Navigator Analytics

5-Year TCAP Achievement

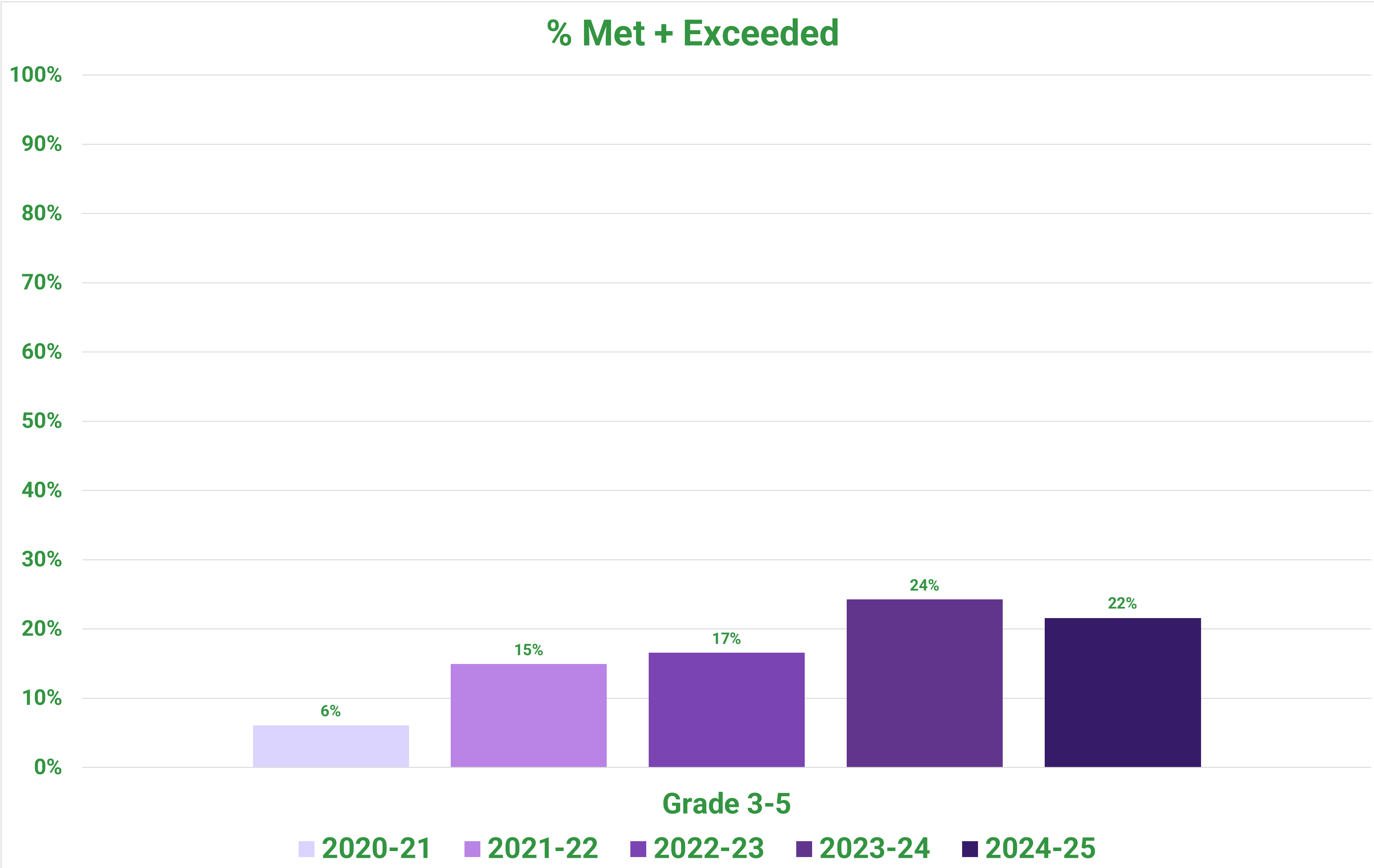
2020-21 to 2024-25

Promise Academy

LinkIt!

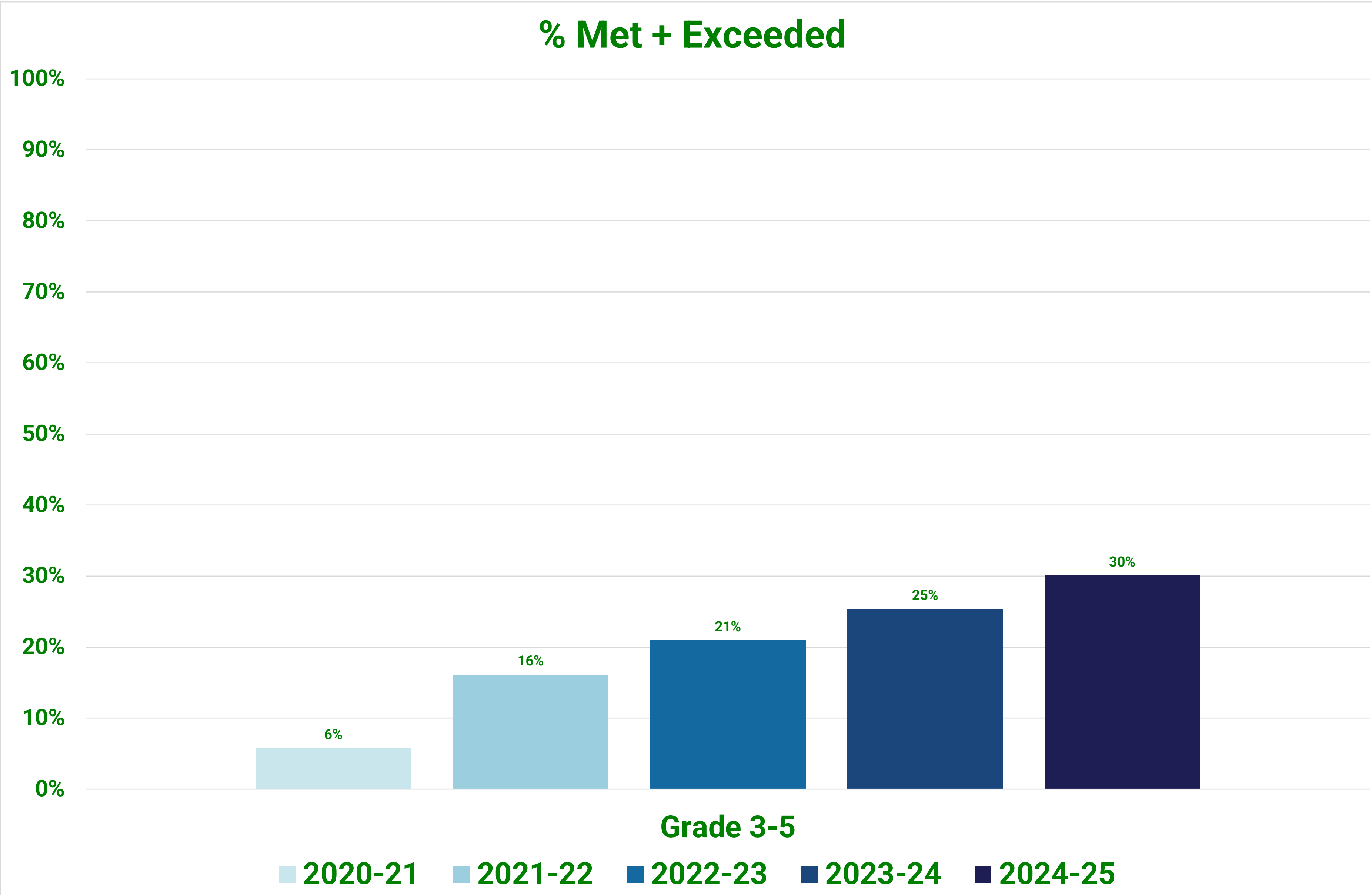
ELA Achievement and Growth

Same grade, different students



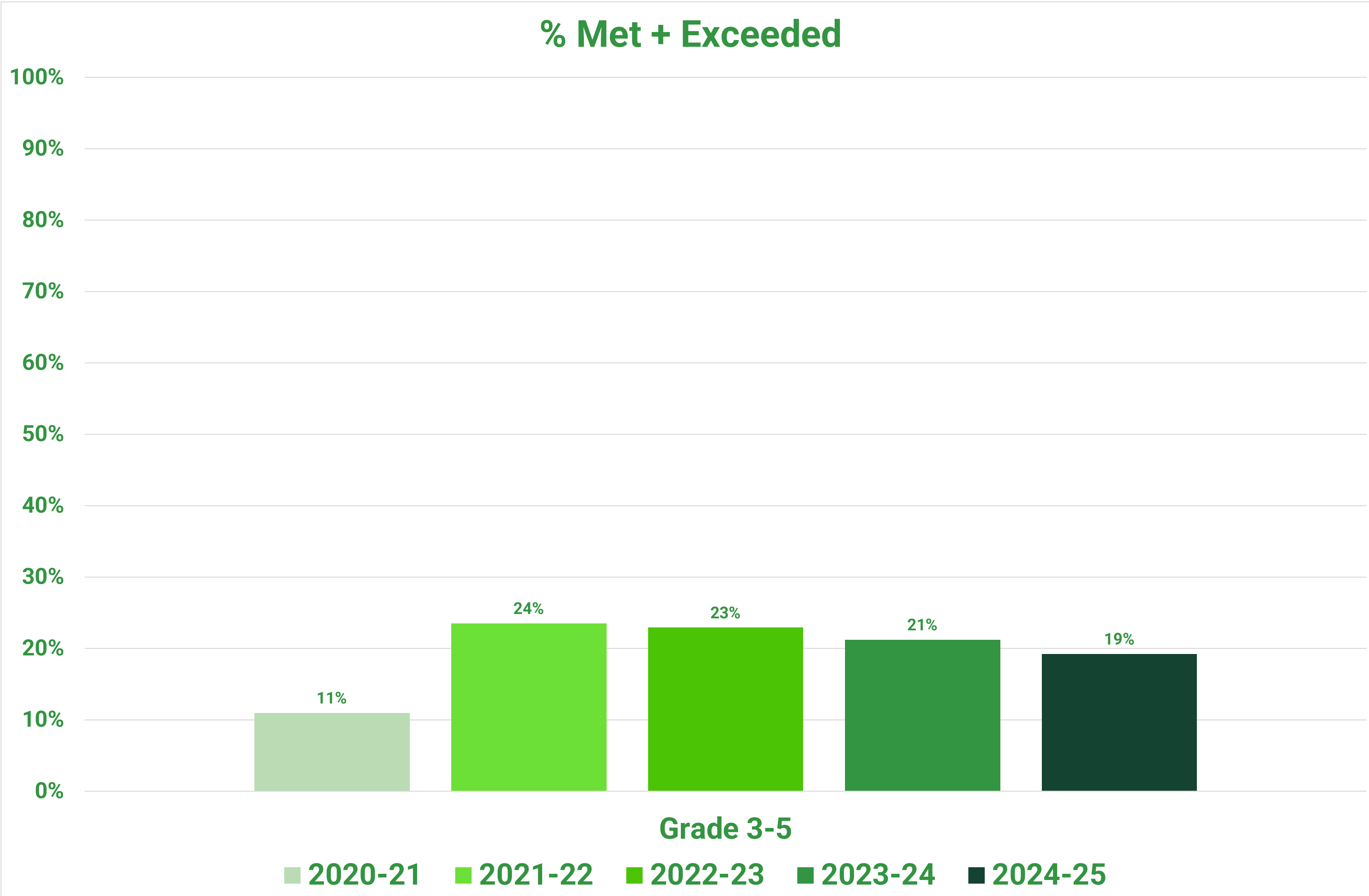
Math Achievement and Growth

Same grade, different students



Science Achievement and Growth

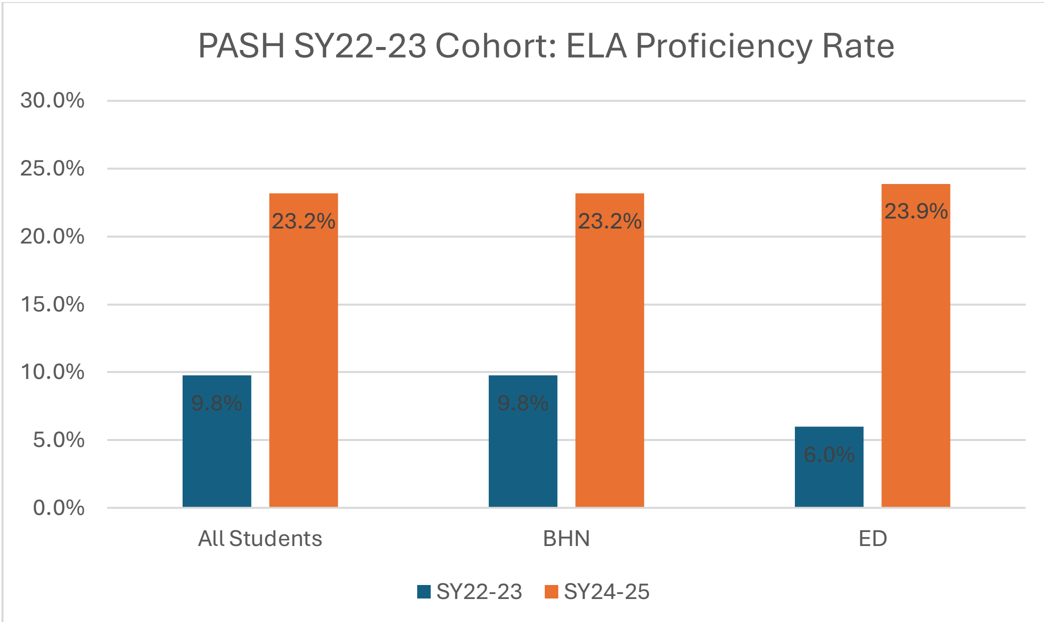
Same grade, different students

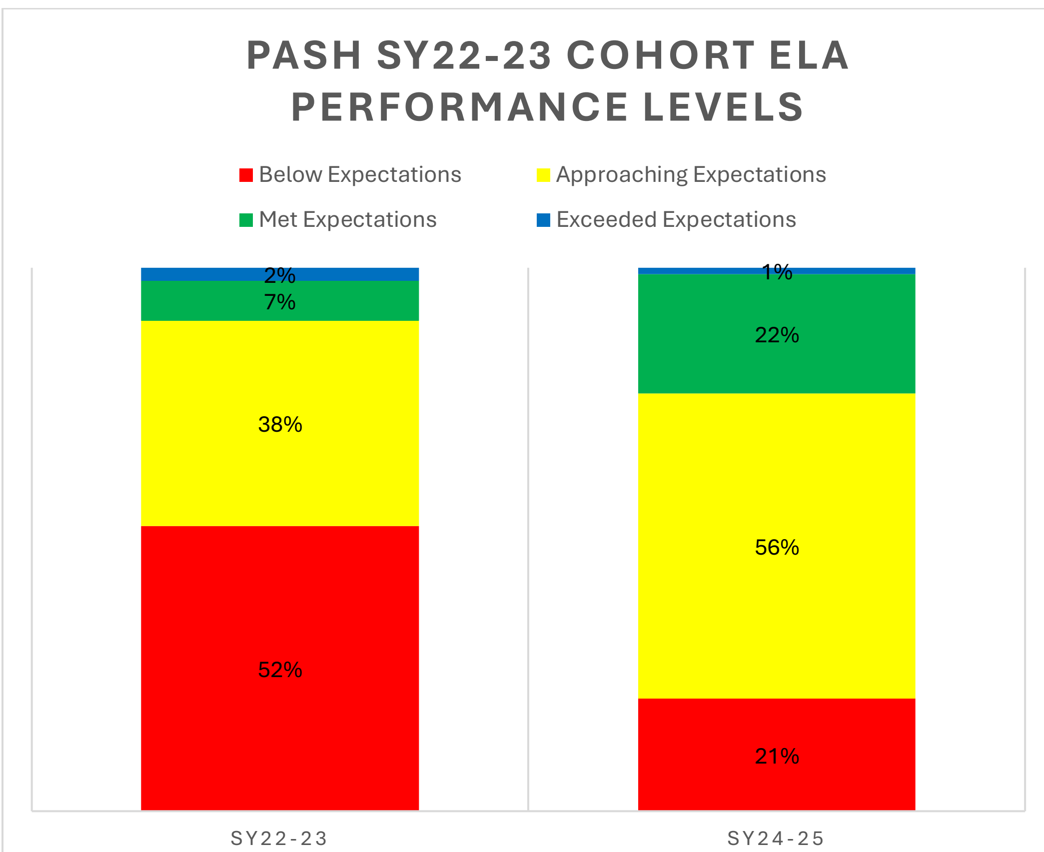


Promise Academy Spring Hill – 2025 Site Visit Data

2025 Time in Model Analysis, available cohorts: ELA 22-23, 23-24; Math 22-23, 23-24

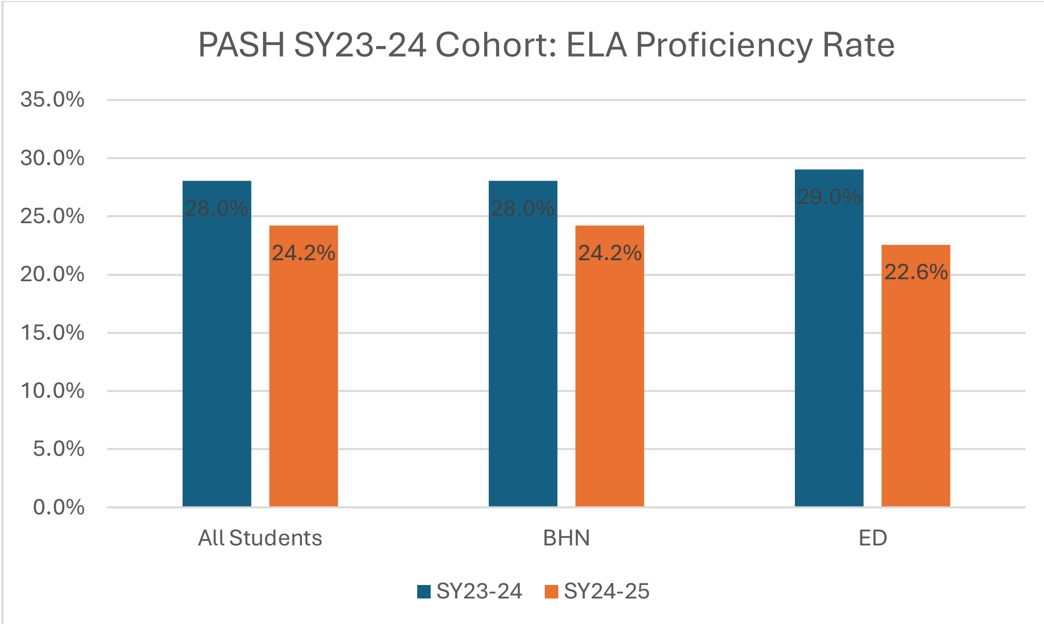
ELA 22-23: Students at PASH in 2022-23 and 2024-25

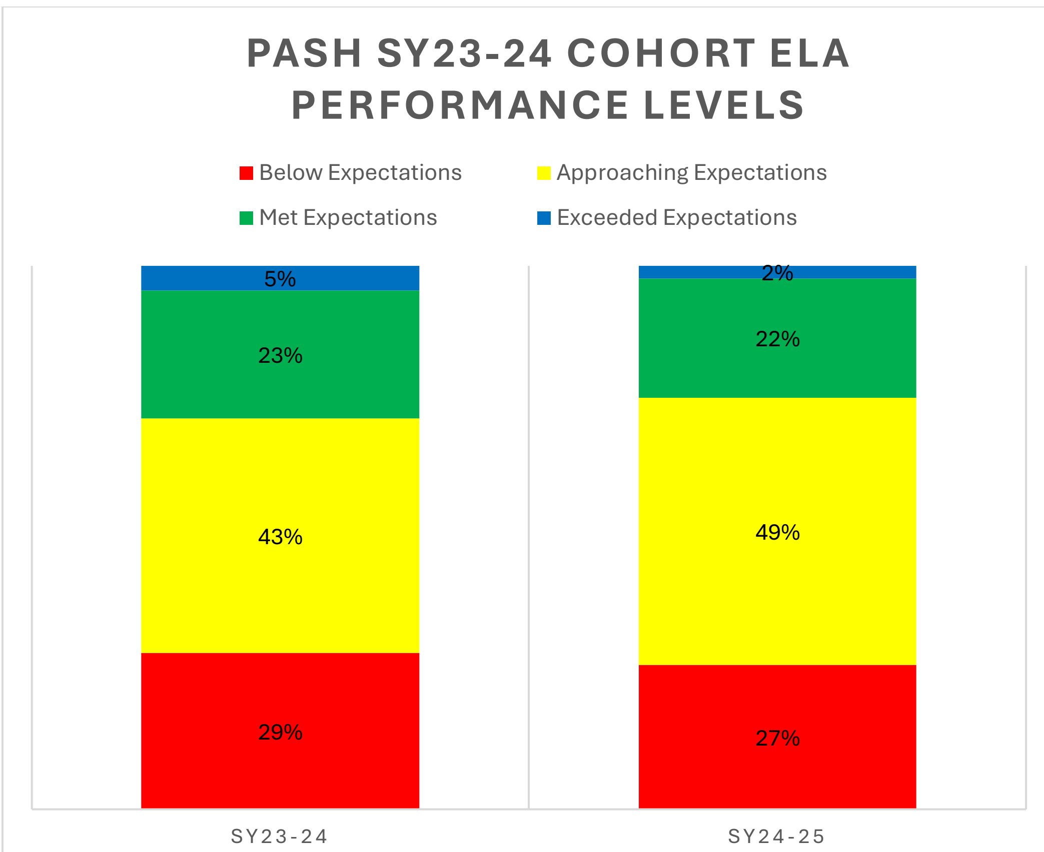




N Count: All students – 82; BHN – 82, ED – 67; EL – 0; SWD – 9

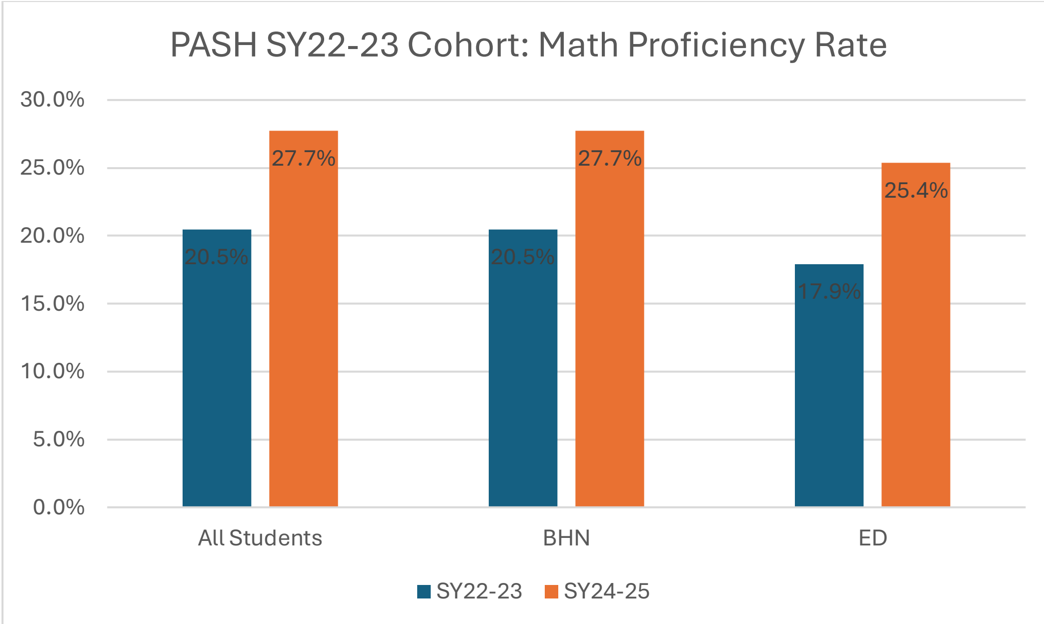
ELA 23-24: Students at PASH in 2023-24 and 2024-25

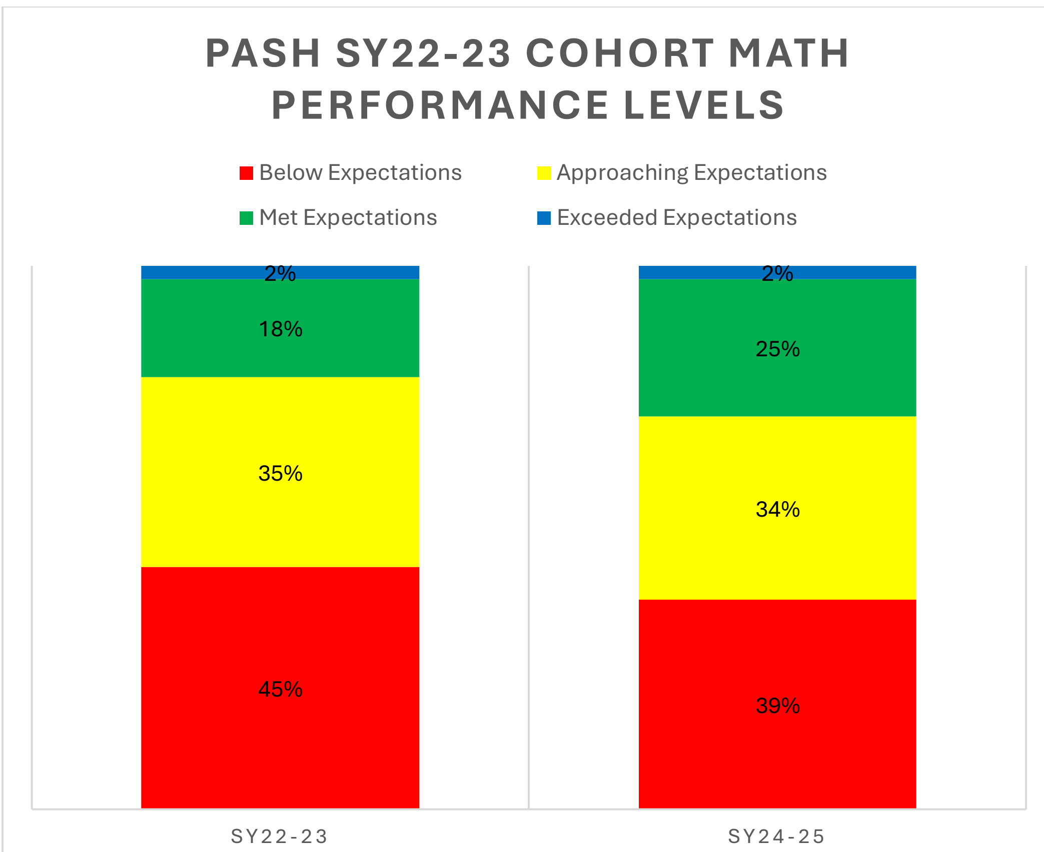




N Count: All students – 132; BHN – 132, ED – 93; EL – 4; SWD – 16

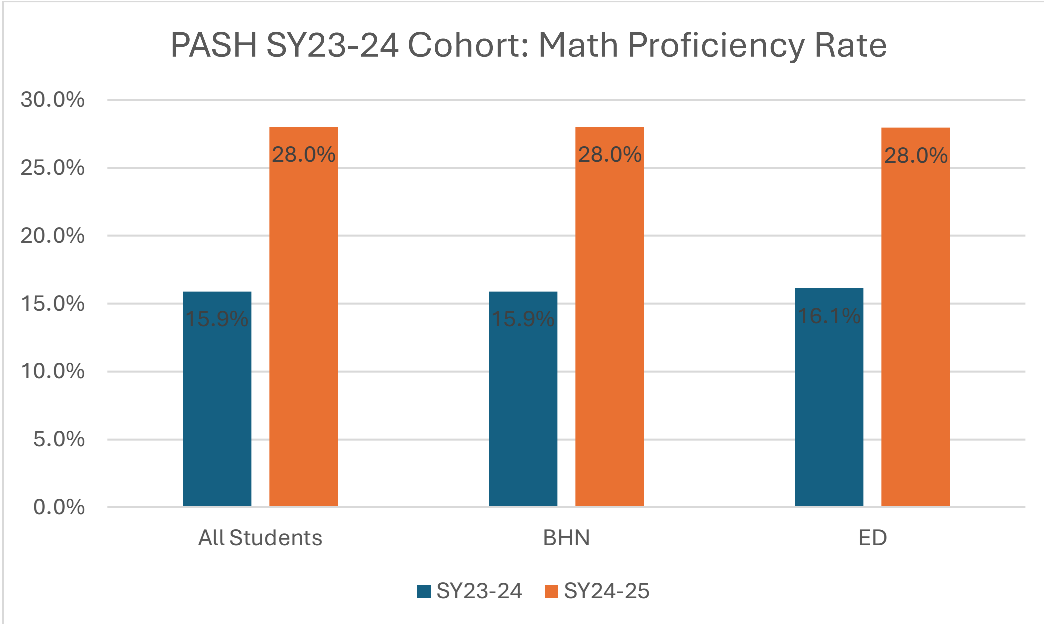
Math 22-23: Students at PASH in 2022-23 and 2024-25

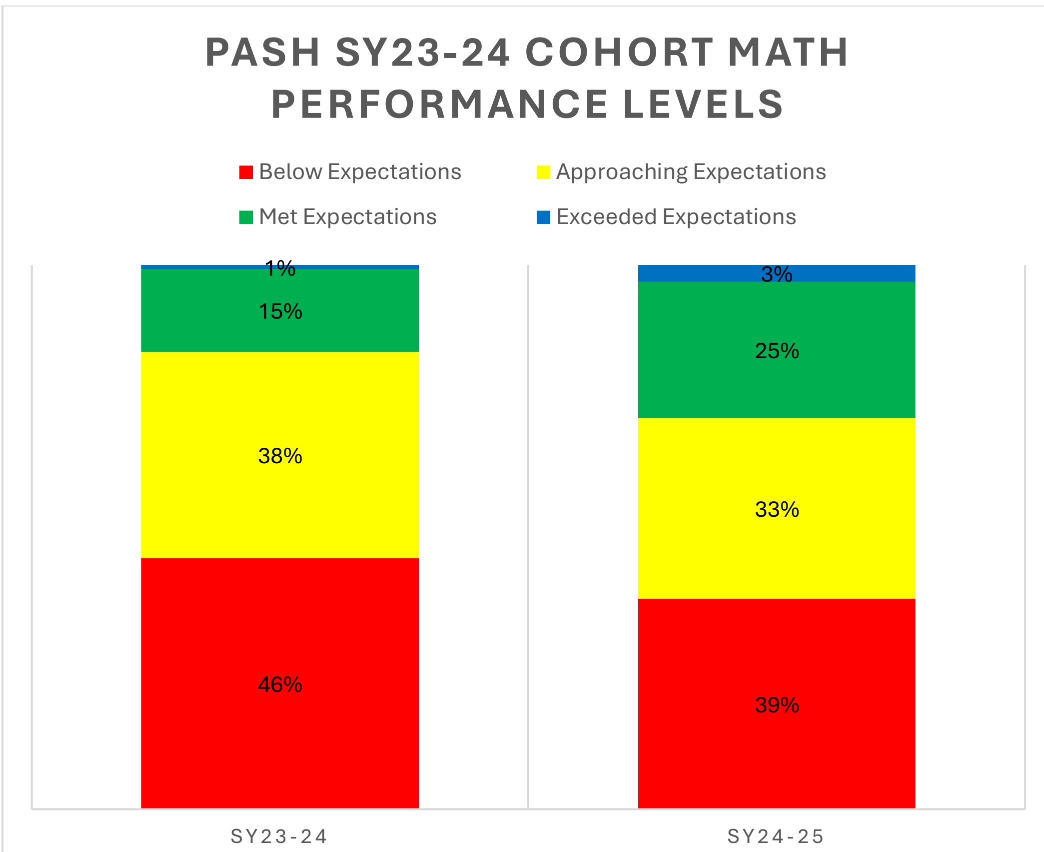




N Count: All students – 83; BHN – 83, ED – 67; EL – 0; SWD – 9

Math 23-24: Students at PASH in 2023-24 and 2024-25





N Count: All students – 132; BHN – 132, ED – 93; EL – 2; SWD – 16

Promise Academy Spring Hill – Historical Data

TVAAS Composite

School Name	SY21-22	SY22-23	SY23-24	SY24-25
Promise Academy Spring Hill	5	3	4	4

Letter Grade

School	SY22-23	SY22-23 Value	SY23-24	SY23-24 Value
PASH	C	2.70	C	2.90

SPF Estimate – SY24-25

3(a). Comparative Performance - Resident District		School Success Rate	Resident District Success Rate	Difference
School comparative performance to resident district in ELA	**Does Not Meet**	22.0%	29.1%	-7.1%
School comparative performance to resident district in math	**Meets**	26.8%	26.9%	-0.1%
School comparative performance to resident district in science	**Does Not Meet**	22.9%	29.3%	-6.4%
School comparative performance to resident district in social studies	**--**	not applicable	not applicable	0.0%
3(b). Comparative Performance - Subgroup		School Success Rate	Resident District Success Rate	
Students with Disabilities comparative performance to resident district in ELA	**--**	suppressed due to n count	9.4%	1.1%
Students with Disabilities comparative performance to resident district in math	**--**	suppressed due to n count	9.3%	-4.0%
English Language Learner students comparative performance to resident district in ELA	**--**	suppressed due to n count	16.5%	-16.5%
English Language Learner students comparative performance to resident district in math	**--**	suppressed due to n count	21.0%	-21.0%
Economically Disadvantaged students comparative performance to resident district in ELA	**Meets**	23.0%	24.6%	-1.6%
Economically Disadvantaged students comparative performance to resident district in math	**Exceeds**	27.6%	22.2%	5.4%
Black, Hispanic, Native American students comparative performance to resident district in ELA	**Does Not Meet**	22.2%	27.3%	-5.2%
Black, Hispanic, Native American students comparative performance to resident district in math	**Meets**	26.3%	25.0%	1.3%

Chronic Absenteeism

School Name	SY21-22	SY22-23	SY23-24	SY24-25
Promise Academy Spring Hill	**	28.7*	27.3	33.8%

Student Retention

School Name	Student Group	SY23-24 Student Retention	SY24-25 Student Retention
PASH	All Students	73.7%	65.6%
PASH	BHN	74.0%	65.7%
PASH	ED	74.2%	66.9%
PASH	EL	--	--
PASH	SWD	81.1%	78.8%

Teacher Retention

School	SY22-23	SY23-24	SY24-25
PASH	--	53.3%	TBD

Attendance

School Name	Student Group	SY23-24 Attendance Rates	SY24-25 Attendance Rates
Promise Academy Spring Hill	Attendance Rate	92.0%	91.9%
Promise Academy Spring Hill	Overall	91.7%	91.2%
Promise Academy Spring Hill	BHN	91.7%	91.2%
Promise Academy Spring Hill	ED	91.5%	90.6%
Promise Academy Spring Hill	EL	94.0*%	92.9%
Promise Academy Spring Hill	SWD	90.8%	91.0%

Suspension Rates

School Name	Student Group	SY23-24 Suspension Rates	SY24-25 Suspension Rates
Promise Academy Spring Hill	All Students	8.0%	9.0%
Promise Academy Spring Hill	BHN	8.1%	9.0%
Promise Academy Spring Hill	ED	8.6%	9.6%
Promise Academy Spring Hill	EL	--	0.0%
Promise Academy Spring Hill	SWD	5.8%	15.5%

ELPA

School Name	Growth SY23-24	Exit SY23-24	Growth SY24-25	Exit SY24-25
Promise Academy Spring Hill	n count	n count	50	0

	PROMISE ACADEMY SPRINGHILL BUDGET						
		CURRENT BUDGET					
		Forecast 10-23-2025	Actuals				
		2025-2026	July	August	September	Year to Date (Through September 30, 2025)	Updated Budget Notes
	Enrollment	*462*					Based on early enrollment trends; revising budget forecast from 500 students to 462 to remain conservative
	REVENUE						
46511	TISA Funding	$5,644,849.53		$447,331.03	$447,331.03	$894,662.06	Using 462 students at $12.2K per student (net of 3% fee) in current budget. This compares to initial budget of 500 students at approximately $12K per student
47141	Title I Funding	$172,480.06				$0.00	Allocation provided by the TN Charter Commission
47143	IDEA	$74,868.38				$0.00	Allocation provided by the TN Charter Commission
44146	eRATE		$110.14	$110.12	$0.00	$220.26	
46980	TN Dept. Facilities Per Pupil Grant	$279,814.33				$0.00	$279,814.33 allocation from the State of TN (on a per pupil basis)
47590	Other Federal Through State			$51,196.80	$52,300.00	$103,496.80	
47590-2	School Improvement Grant	$100,000.00				$0.00	School Improvement Grant - support for Instructional Coach (need confirmation from the State on this funding)
46515	PreK funding (VPK)	$93,662.59				$0.00	VPK - for 1 classroom - $93,662 grant; the other 2 preK classrooms are funded through HeadStart (with funding provided by Headstart directly to Porter Leath)
44575	Philanthropy - per pupil support	$515,000.00			$132,610.00	$132,610.00	$1K per student in philanthropic support + $15K to support financial back-office services (rollover grant funds)
44575-4	Philanthropy - academic partnerships	$200,000.00				$0.00	Philanthropic support for before care, after care, summer programming
	Other Materials and Supplies	$10,000.00				$0.00	
						$0.00	
	Total Revenue	**$7,090,674.89**	**$110.14**	**$498,637.95**	**$632,241.03**	**$1,130,989.12**	
	Per student	*$15,347.78*					
	Expenses						
	Personnel						
	Salaries	$3,152,556.44	$205,921.19	$301,215.78	$248,257.14	$755,394.11	
	Payroll Taxes and Benefits	$932,469.26	$47,918.65	$73,020.28	$35,302.68	$156,241.61	Increased the payroll taxes and benefits to account for higher medical costs (estimated at $406K for employer portion)
	Total Personnel	**$4,085,025.70**	**$253,839.84**	**$374,236.06**	**$283,559.82**	**$911,635.72**	
			23.27%	24.24%	14.22%	20.68%	
	Contracted Services						
71100-369	Substitute Teachers	$125,000.00				$0.00	
72310-301	Financial Services - Contracted	$50,000.00				$0.00	Financial support services (GT3 or other)
72120-399	Student Health Services	$120,000.00				$0.00	WellChild; 3% increase each year

	PROMISE ACADEMY SPRINGHILL BUDGET						
		CURRENT BUDGET					
		Forecast 10-23-2025	**Actuals**				
		2025-2026	**July**	**August**	**September**	**Year to Date (Through September 30, 2025)**	**Updated Budget Notes**
72510-302	Advertising/Public Relations	$25,000.00	$0.00	$13,602.50	$0.00	$13,602.50	General outreach/recruitment
72310-305	Audit	$35,000.00				$0.00	Marston Group (audit +990); 3% increase each year
72310-506	Insurance Policies	$90,000.00	$4,967.49	$0.00	$0.00	$4,967.49	GL, Property Insurance, D&O, Workers Comp; 3% increase each year
72510-599-1	Bank Charges	$500.00	$40.00	$5.00	$5.00	$50.00	Estimated flat annual amount
71200-316	SPED Contracted Services	$200,000.00				$0.00	UT Le Bonheur; 3% increase each year
72410-320	Dues and Membership	$20,000.00	$102.81	$943.84	$0.00	$1,046.65	TN Charter Center, TN athletic dues and fees; Dropbox, Adobe, G Suite, Grammerly, Smore, Docusign, Cognia
72810-331	Legal Services	$25,000.00				$0.00	Flat annual amount (increased to $25K from $10K in initial budget)
72410-348	Postal Services	$5,000.00				$0.00	Estimated flat annual amount
72610-355	Travel	$10,000.00	($1,023.50)	$0.00	$77.00	($946.50)	Work-related meals, mileage reimbursement
71100-399	Contracted Instructional Services	$26,000.00				$0.00	TFA Fees (assumes 4 Corps Members) at $6.5K per Corps Member; 3% increase each year
72710-300	Transportation	$212,356.80	$11,566.20			$11,566.20	2 buses (from 3 buses in initial budget)
73300-399	PreK Classrooms	$129,000.00				$0.00	VPK - for 1 classroom - $129K to be paid directly to Porter Leath from Promise ; the other 2 preK classrooms are funded through HeadStart (with funding provided by Headstart directly to Porter Leath)
71400-399-1	Aftercare Contracted Services	$200,000.00			$370.00	$370.00	Boys and Girls Club $150K contract
72310-383	Payroll	$20,000.00	$1,778.52	$1,922.71	$2,301.11	$6,002.34	Paylocity
72210-524; 72410-524	Professional Development	$130,700.00	$303.60	$0.00	$1,122.69	$1,426.29	Lavinia - $46.2K plus $24.5K paid in October (for July PD). PIVOT - $40K; GT3 - Adding additional $20K for other initiatives
71100-535	Field Trips	$25,000.00				$0.00	Field trip fees and transportation costs
72810-300, 72610-399, 72620-399, 72620-300	Other Contracted Services	$50,000.00	$24,885.00	$10,652.32	$5,432.25	$40,969.57	GT - Need to look into the specifics of these costs further and see how to best categorize
	Total Contracted Services	**$1,498,556.80**	**$42,620.12**	**$27,126.37**	**$9,308.05**	**$79,054.54**	
	Supplies and Materials						
71100-429,449-1	Instructional Materials and Supplies	$250,000.00	$13,647.67	$15,588.51	$40,012.52	$69,248.70	ALL Memphis - $60K payment owed, Benchmark ~$150K (reading curriclulum)
71200-429	SPED Supplies	$10,000.00				$0.00	3% increase each year
72410-435; 72510-435	Office Supplies	$20,000.00	$334.37	$73.72	$91.97	$500.06	Paper, pen, copy paper, bottles of water, etc.
73100-422; 72410-435-1	Staff Meals and Food Supplies	$20,000.00	$5,141.41	($673.83)	$2,162.46	$6,630.04	Staff and student
71100-499-1	Copiers	$60,000.00				$0.00	Based on current costs with RJ Young; 3% increase each year
72410-307	Non-Instructional Software	$50,000.00	$8,292.82	$900.46	$673.75	$9,867.03	PowerSchool SIS, Behavior, Kickboard, accounting software, zoom; 3% increase each year
72810-533	Background Checks	$2,000.00	$260.05	$297.20	$74.30	$631.55	Background checks for employment

	PROMISE ACADEMY SPRINGHILL BUDGET						
		CURRENT BUDGET					
		Forecast 10-23-2025	**Actuals**				
		2025-2026	**July**	**August**	**September**	**Year to Date (Through September 30, 2025)**	**Updated Budget Notes**
71100-499-2	Technology Supplies	$10,000.00	$428.93	$2,112.50	$719.99	$3,261.42	Keyboards, mouse, powercords, monitors, stands
71100-499; 72610-499	Other Supplies	$10,000.00	$123.04	$180.80	$0.00	$303.84	
72510-500	Other Charges	$7,500.00	$4,155.15	$1,406.25	$1,312.50	$6,873.90	
	Total Supplies and Materials	**$439,500.00**	**$32,383.44**	**$19,885.61**	**$45,047.49**	**$97,316.54**	
	Facilities						
	Rent					$0.00	Rent not being charged based on legacy agreement with ASD (which lasts through June 30, 2026). Promise in negotiations with MSCS regarding Springhill facility purchase.
72610-415, 434, 454	Utilities	$150,000.00	$13,096.00	$1,052.00	$31,786.00	$45,934.00	MLGW (electricity, natural gas, water and sewer)
72610-328	Janitorial Services	$182,350.00	$22,200.00	$0.00	$0.00	$22,200.00	New contract is $14,950 beginning in August 2025 ($17,900 paid for July)
72610-410	Custodial Supplies	$20,000.00				$0.00	
72610-399-3	Lawn Maintenance	$20,000.00	$7,820.00	$2,300.00	$0.00	$10,120.00	Robert's Landscaping, Herbi Systems; 3% increase each year
72610-399-2	Pest Control	$2,000.00				$0.00	
72610-359	Disposal Fees	$10,000.00	$0.00	$2,252.80	$2,018.68	$4,271.48	
72610-399-1	Security Services	$110,000.00	$0.00	$6,810.00	$9,450.00	$16,260.00	Contracted services (via RFP process)
71100-336; 72610-336	Building Maintenance	$250,000.00	$3,480.41	$146.21	$2,008.10	$5,634.72	Grant funding of $279,814 provided by State of TN
	Total Facilities	**$744,350.00**	**$46,596.41**	**$12,561.01**	**$45,262.78**	**$104,420.20**	
	Capital Expenditures						
71100-722-3	Computer Devices	$100,000.00	$4,099.98	$0.00	$0.00	$4,099.98	Computer devices
71100-722-3	Other Technology Equipment	$10,000.00				$0.00	General technology needs
71100-722-2	Furniture	$20,000.00	$168.84			$168.84	<$10K for main office; do not anticipate additional purchases; Keeping in $20K to be conservative
	Total Capital Expenditures	**$130,000.00**	**$4,268.82**	**$0.00**	**$0.00**	**$4,268.82**	
	Contingency	$0.00					
	Total Expenses	**$6,897,432.50**	**$379,708.63**	**$433,809.05**	**$383,178.14**	**$1,196,695.82**	
	Per student	*$14,929.51*					
	Net Income	**$193,242.40**	**($379,598.49)**	**$64,828.90**	**$249,062.89**	**($65,706.70)**	