

## STRATEGIC GOALS

### KEY PERFORMANCE INDICATORS

#### GOAL 1: ACADEMIC EXCELLENCE

##### Key Performance Indicators:

- Increase college enrollment and student persistence (students who return for a second year)
- Increase or maintain graduation rates
- Increase CTE program completers and industry certifications
- Increase or maintain the percent of high school students enrolled and earning a C or higher in college-level courses (AP, IB, Dual Enrollment)
- Increase the percent of students showing academic proficiency in 3rd grade ELA, 8th grade Math, 9th grade ACT Aspire Science, and 11th grade ACT Composite
- Increase the percent of preschool students who demonstrate readiness for kindergarten
- Increase the number of sites participating in Quality First preschool rating program

#### GOAL 2: CULTURE AND CLIMATE

##### Key Performance Indicators:

- Increase attendance for students and staff
- Decrease the number of discipline incidents for students and staff
- Increase the percent of students reporting Protective Factors (opportunities for prosocial involvement) in school
- Decrease the percent of students reporting risk factors (low commitment to school) in school
- Increase the percent of students participating in extracurricular and co-curricular activities
- Increase the number of quality extracurricular (e.g., sports, clubs) and co-curricular activities (e.g., drama, band)
- Increase the percent of students, staff, and families indicating agree and strongly agree on key satisfaction indicators measured in school level climate surveys

#### GOAL 3: TALENTED AND QUALIFIED PROFESSIONALS

##### Key Performance Indicators:

- Maintain or increase the percent of appropriately certified teachers
- Increase the number of applicants per job classification (classified, certified, administrative)
- Increase the percent of positive responses to professional learning experiences reported by teachers
- Increase staff retention based on the average length of employment per employee classification
- Increase the number of staff pursuing pathways for advancement
- Increase the percent of district positions making competitive wages compared to peer districts in Maricopa County
- Increase the percent of staff members participating in District mentorship program
- Increase the percent of staff members indicating that PLCs increase their knowledge, enrich professional practice, and build collective efficacy

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#### GOAL 4: COMMUNITY ENGAGEMENT AND PARTNERSHIP

##### Key Performance Indicators:

- Increase the number of formal community partnerships that enhance opportunities for students and/or staff
- Increase the percent of students successfully participating in mentorships, externships, and internships
- Maintain or increase the number of opportunities for stakeholders to serve on district and site level committees
- Increase the number of service-learning projects and opportunities in which students can volunteer
- Increase the percent of students participating in service-learning opportunities and/or volunteering

#### GOAL 5: OPTIMIZED RESOURCES

##### Key Performance Indicators:

- Increase per-pupil classroom spending resource categories
  - Increase the percent of staff members who indicate that they experience flexible opportunities for conferencing, collaborating, and professional learning that honors their professional time.
  - Maintain/Increase the percent of stakeholders/sites involved in the budget process according to direct impact and to ensure equity
  - Increase Average Daily Membership (ADM)/student enrollment
  - Increase student, staff, and family usage of digital technology systems
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