



Cincinnati Board of Education - Goals and Guardrails

The CPS Board and superintendent believe that our most important responsibility is improving outcomes for students.

For us to do so across a system that is as large and complex as ours, we believe that we have to get clear on a small number of top priorities. We believe that these priorities should be deeply shaped by our community stakeholders, and we believe in holding the superintendent accountable for measurable outcomes associated with those priorities.

To that end, the CPS Board is considering the adoption of the “goals” and “guardrails” listed below. The goals represent what we and the community believe students should know and be able to do by June of 2027. The guardrails represent the values of the community that most need to be honored over that same time period.

This proposal is the product of six months of work from the CPS Board, the district administration, and the community, including over 20 focus groups, a community-wide online survey from a broad cross-section of stakeholders, rigorous analysis of past district data, and spirited discussion and debate within the Board.

Approved by the CPS Board of Education – December 14, 2022

Revised and presented during Student Achievement Committee of the Whole Meeting – November 14, 2023

Goals

Goal 1: The percent of third graders proficient in reading on the Ohio State Test will increase from 47.5% in June 2023 to 61% by June 2027.

- Annual Target: 2024: 48% (+1)
- Annual Target: 2025: 51% (+3)
- Annual Target: 2026: 56% (+5)
- Annual Target: 2027: 61% (+5)

Interim Goals:

- a. The percent of SY23 1st grade students meeting the success criteria benchmark on i-Ready (reading) will increase from 27.6% in Fall 2022 to 31% by Fall 2024.
- b. The percent of SY23 1st grade Black students meeting the success criteria benchmark on i-Ready (reading) will increase from 18.9% in Fall 2022 to 26% by Fall 2024.
- c. The percent of SY23 1st grade Hispanic students meeting the success criteria benchmark on i-Ready (reading) will increase from 14.3% in Fall 2022 to 21% by Fall 2024.

Goal 2: The current gap in reading proficiency between 6th grade Black, Hispanic and Multi-Racial students and 6th grade white students on the Ohio State Test will shrink from 47.4% in June 2023 to 27% by June 2027.

- Annual Target: 2024: 42% (-5)
- Annual Target: 2025: 37% (-5)
- Annual Target: 2026: 32% (-5)



- Annual Target: 2027: 27% (-5)

Interim Goals:

- a. The percent of SY23 4th grade Multi-Racial students meeting the success criteria benchmark on i-Ready (reading) will increase from 54.2% in Fall 2022 to 58% by Fall 2024.
- b. The percent of SY23 4th grade Black students meeting the success criteria benchmark on i-Ready (reading) will increase from 29.6% in Fall 2022 to 35% by Fall 2024.
- c. The percent of SY23 4th grade Hispanic students meeting the success criteria benchmark on i-Ready (reading) will increase from 23.8% in Fall 2022 to 29% by Fall 2024.

Goal 3: The percentage of first time Algebra I test takers proficient on the Ohio End-of-Course Exam will increase from 30% in June 2023 to 50% by June 2027.

- Annual Target: 2024: 35% (+5)
- Annual Target: 2025: 40% (+5)
- Annual Target: 2026: 45% (+5)
- Annual Target: 2027: 50% (+5)

Interim Goals:

- a. The percent of SY23 6th grade students meeting the success criteria benchmark on iReady (math) will increase from 23.5% in Fall 2022 to 35% by Fall 2024.
- b. The percent of SY23 7th grade students meeting the success criteria benchmark on OST (math) will increase from 25.6% in Fall 2022 to 30% by Fall 2024.
- c. The percent of SY23 7th grade Black students meeting the success criteria benchmark on OST (math) will increase from 13.3% in Fall 2022 to 20% by Fall 2024.

Goal 4: The percent of Black, Hispanic and Multi-Racial students graduating with College Credit Plus credit or a workforce credential will increase from 47.6% in June 2023 to 68% by June 2027.

- Annual Target: 2024: 53% (+5)
- Annual Target: 2025: 58% (+5)
- Annual Target: 2026: 63% (+5)
- Annual Target: 2027: 68% (+5)

Interim Goals:

- a. The percent of 10th grade Black, Hispanic and Multi-Racial students meeting the success criteria benchmark on OST (reading) will increase from 35.2% in May 2023 to 40% by May 2025.
- b. The percent of 10th grade female students meeting the success criteria benchmark on OST (reading) will increase from 49.5% in May 2023 to 55% by May 2025.
- c. The percent of eligible students enrolled in a CCP course will increase from 19.0% in May 2023 to 30% in May 2025.
- d. The percent of students enrolled in a CTE course will increase from 45.5% in May 2023 to 54% in May 2025.



Goal 5: The percent of students who meet the requirements for graduation will increase from 81.4% in June 2023 to 94% by June 2027.

- Annual Target: 2024: 82% (+1)
- Annual Target: 2025: 86% (+4)
- Annual Target: 2026: 90% (+4)
- Annual Target: 2027: 94% (+4)

Interim Goals:

- a. The percent of SY23 10th grade students who are on track each year with credits for graduation will increase from X% in May 2023 to Y% by May 2025.
- b. The percent of SY23 10th grade students who are on track each year with seals for graduation will increase from X% in May 2023 to Y% by May 2025.

Guardrails

Guardrail 1: The Superintendent will not ignore the needs and talents of the “whole child” by providing for student’s mental and physical well-being through academics, the arts, athletics, civic engagement, career opportunities and leadership development.

- a. The percent of high school students participating in arts and athletics-based extracurricular activities will increase from 56.8% in May 2023 to 60% by May 2025.
- b. The percent of elementary school students who have a favorable response for sense of well-being on the Panorama survey will increase from 56.8% in May 2023 to 60% by May 2025.

Guardrail 2: The Superintendent will not allow discriminatory or culturally insensitive disciplinary treatment that results in disproportionate punishment among students to go unaddressed.

- a. The percent of K-12 Black, Hispanic and Multi-Racial students with a category two infraction compared to white students will decrease from 15.4% in May 2023 to 12.5% by May 2025.
- b. The percent of K-12 Black male students with a category two infraction compared to white male students will decrease from 20.4% in May 2023 to 13% by May 2025.
- c. The percent of students in grades 7-12 who have a favorable response for teacher-student relationship on the Panorama student survey will increase from 48% in May 2023 to 52% by May 2025.

Guardrail 3: The Superintendent will not allow district communication to be unresponsive or lacking in transparency, community sensitivity or inconsistent with the expressed values of the district.

- a. The percent of parents/caregivers who have a favorable response for climate on the Panorama survey will increase from 62% in May 2023 to 66% by May 2025.
- b. The percent of staff who have a favorable response for climate on the Panorama survey will increase from 50% in May 2023 to 54% by May 2025.



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- c. The percent of partners/other stakeholders who have a favorable response for communication on the district survey will increase to at least 80% by May 2025 (*no 2023 baseline available*)

Guardrail 4: The Superintendent shall not propose or recommend the acquisition or distribution of resources that are unanalyzed or unrated for quality or the favored status granted to local, women, or minority marketplace providers of goods or services.

- a. The percent of suppliers meeting diversity criteria receiving RFP solicitations will increase from 46% in May 2023 to 50% by May 2025.
- b. The percent of suppliers meeting diversity criteria on the approved vendor list will increase from 74.2% in May 2023 to 80% by May 2025.

Guardrail 5: The Superintendent will not ignore district-wide chronic absenteeism at school sites; paying special attention to family involvement.

- a. The percent of K-12 students with chronic absenteeism will decrease from 45.9% in May 2023 to 36% by May 2025.
- b. The percent of K-12 Black students with chronic absenteeism will decrease from 53.2% in May 2023 to 39.2% by May 2025.
- c. The percent of Hispanic students with chronic absenteeism will decrease from 44.3% in May 2023 to 32.3% by May 2025.

Guardrail 6: In pursuit of equity, the Superintendent will not ignore the value and number of community partnerships, community access to facilities and decision-making at school sites. -making at school sites.

- a. The percent of schools with an active LSDMC will increase from 90% in May 2023 to 100% by May 2025.
- b. The percent of partners/other stakeholders who have a favorable response to their partnership with the district on the district survey will increase to at least 80% by May 2025 (*no 2023 baseline available*).