



Priority Key Performance Indicators – 2022-23 SY

SUSD Board Approved – September 2022

Goal	Priority KPI	Baseline Data – 2021-22	Performance Target/Outcome
ACADEMIC EXCELLENCE <i>Challenge and inspire students to reach high levels of achievement so they thrive as confident, dynamic, future-ready learners equipped to pursue their passions and ambitions.</i>	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. <i>* KPIs reflect key “gateway” indicators known to be markers for academic achievement. Increasing student learning/proficiency across all grade levels and content areas is essential and will be monitored and reported.</i>	3rd grade ELA = 65%	Increase by 3% (68% or higher).
		8th grade Math = 50%	Increase by 3% (53% or higher).
		9th grade ACT Aspire Science = 35%	Increase by 3% (38% or higher).
		11th grade ACT Composite Score = 20.7 Composite score percentile rank = 60	Increase percentile rank/composite score (63 or higher).
	Increase CTE program completers and industry certifications.	Number Completers/Concentrators = 684 Number students earn a certificate or credential = 130	Identify and establish baseline indicators and criteria for certification. Increase by 3% (22% or higher).
CULTURE AND CLIMATE <i>Cultivate positive relationships to build an inclusive, equitable, nurturing environment</i>	Increase attendance for students.	Student Attendance Rate = 92.37%	Increase student attendance rate to 96.24% or greater.
	Increase attendance for staff.	(Reviewing staff attendance rates by employee group will be part of Strategic Action Teamwork 22-23.)	Identify and establish baseline targets for all employee groups: Admin, Certified and Classified

<p><i>that creates conditions for highly effective teaching, learning, and leading.</i></p>	<p>Increase the percent of <i>students</i> indicating <i>agree</i> and <i>strongly agree</i> on key satisfaction indicators measured in school level positive emotional climate surveys.</p>	<p>Feel welcome at school 60%</p>	<p>Increase to 80% or greater.</p>
		<p>Feel like they belong at school 53%</p>	<p>Increase to 75% or greater.</p>
		<p>Are proud to attend the school 45%</p>	<p>Increase to 50% or greater.</p>
		<p>Like school 33%</p>	<p>Increase to 50% or greater.</p>
<p>TALENTED and QUALIFIED PROFESSIONALS <i>Attract, hire, develop, support, and retain highly qualified, passionate, and talented professionals.</i></p>	<p>Increase the number of staff pursuing pathways for advancement.</p>	<p>Baseline data not available (Defining “pathways for advancement” will be goal of Strategic Action Team 22-23.)</p>	<p>Identify and establish quantifiable measures for “pathways for advancement.”</p>
	<p>Increase % of district positions making competitive wages compared to peer districts in Maricopa County.</p>	<p>Comparative data not available (Quantifying this value will be a goal of Strategic Action Team 22-23.)</p>	<p>Complete an audit/salary study to determine comparative data and funds available for particular assignments.</p>
<p>COMMUNITY ENGAGEMENT & PARTNERSHIP <i>Foster relationships with mentors, volunteers, and business partners to provide real-world opportunities for students that enhance and strengthen our community.</i></p>	<p>Increase the number of formal community partnerships that enhance opportunities for students and/or staff.</p>	<p>Contracts or agreements: 10 IGAs 260 MOUs</p> <p>(Auditing data to determine partners vs. vendors and quantifying “partnerships” will be part of the work of the Strategic Action Team 22-23.)</p>	<p>Complete audit to quantify partnerships.</p> <p>Increase number of IGAs by 2. Increase number of MOUs by 10.</p> <p>(Considerations for quality versus quantity recommended)</p>
	<p>Increase the percent of students successfully participating in mentorships, externships, and internships.</p>	<p>Unavailable (Quantifying these opportunities will be part of the work of this Strategic Action Team 22-23.)</p>	<p>Establish system for tracking number of opportunities and student participation.</p> <p>Identify and develop formal and informal opportunities for students to participate in mentorships/externships and service learning – as listed in HSPG.</p>

<p>OPTIMIZED RESOURCES <i>Generate and utilize resources to maximize educational opportunities in order to ensure organizational health.</i></p>	<p>Maintain or Increase Average Daily Membership (ADM)/student enrollment</p>	<p>June 2022 - 20,437.4365 Budget ADM: 20,028.01</p>	<p>Maintain ADM at current budgeted level.</p> <p>Develop a baseline for student retention and recapture rates through demographic study.</p>
	<p>Increase student, staff, and family usage of digital technology systems.</p>	<p>No baseline data</p>	<p>Develop FAQ and/or user friendly digital technology training resources to increase access and utilization of technology tools -- including ParentVue and Synergy.</p> <p>Identify a standard platform for communication between students, staff and families.</p>