

Goal	KPI	Baseline Data 2022-23	Performance Target/Outcome 2023-24	Final Progress Monitoring - EOY	Met/Partial/Unmet
CULTURE AND CLIMATE <i>Cultivate positive relationships to build an inclusive, equitable, nurturing environment that creates conditions for highly effective teaching, learning, and leading.</i>	Reduce the total number of staff "excessive absences."	27% (770) of all employees had "Excessive Absences" in SY 2022-23. (Excessive is defined as using more time than one can earn in a year excluding FMLA and approved LOAs.)	Reduce the total number of staff "excessive absences" by 5%.	Excessive Absences FY24=19%	Met
	Increase the percent of students, staff and families indicating positive choices (agree and strongly agree) on key satisfaction indicators measured in school level climate surveys.	Responses from students (grades 6-12) indicating agree and strongly agree on satisfaction indicators 22-23 SY varied from 27-54%.	Increase the percent of all stakeholders indicating positive choices -- 80% or more.	Please see table for growth in all prior KPIs from Hanover	Partial
		(Feedback 22-23 requested changes to "satisfaction indicators" to be more relevant to students, staff and families. 3 new proposed indicators are noted at right.)	I feel supported by my teachers.	Established Baseline: 68%	Baselines established. New metrics will be established for 24-25.
			I feel like am connected to my school.	Established Baseline: 43%	Baselines established. New metrics will be established for 24-25.
			Adults at my school care about kids.	Went from 61% in 2022 to 63% in 2023	Met
	Increase participation rate on school level climate surveys -- all stakeholders.	Total responses: 3811 1932 students 6-12 1300 parents 560 staff members 19 community members)	Increase participation rate by 20% -- all stakeholder/groups.	Total responses: 5784 3596 students 6th-12th 1577 parents staff 611	Met (20% increase =762) 762 + 3811 = 4573
	Decrease the number of discipline incidents for students.	3643 ODRs	Decrease the number of discipline incidents of students by 3%. (3643 -110 = 3533)	With tardies / dress code (id) ODRs 2022/23- 3643 2023/24- 3781 Without tardies/ dress codes (id) 2022/23 - 3598 2023/24- 3506	Not met (when tardies and dress code incidences are included as discipline incidents)
	Increase the percentage of students reporting Protective Factors (opportunities for prosocial involvement) in school	2022 AYS - 72.1 (AYs is not annual - Next Results spring 23-24 SY)	Increase percentage of students reporting Protective Factors (72.1 or more).	AYs Data Not Yet Available	TBD - Results not yet available
	Decrease the percentage of students reporting risk factors (low commitment to school).	2022 AYS - 61.9 (AYs is not annual - Next Results spring 23-24 SY)	Decrease the percentage of students reporting risk factors (Less than 61.9 %)	AYs Data Not Yet Available	TBD - Results not yet available
	Increase percent of students participating in "extracurricular (e.g., sports, clubs) and co-curricular activities (e.g., fine arts and drama, music/band).	<u>Schools reported 327 clubs/groups existing across all middle and high school campuses with nearly 3300 students participating in 2022-2023.</u> <u>SUSD Athletic Participation Data:</u> <u>- 22-23 NFHS HS Participation - link</u> <u>- 22-23 RMA HS Participation - link</u> <u>- 21-23 MS Participation Data including Tier 2 - link</u> <u>Number of sports of co-curricular activities at grades 9 and 10 --</u> <u>Baselines TBD Sports Co-Curricular</u>	Increase percent of students participating in extracurricular and co-curricular activities by 4%.	3,537 reported as participating as of 5.28.24, 7% increase from 22-23	Met
	Increase the number of "extracurricular (e.g., sports, clubs) and co-curricular activities (e.g., fine arts and drama, music/band).		Increase the number of sports or co-curricular activities/offerings by at least 1 at grades 9 and 10 - at each high school.	Added 2 teams per high school- flag football, badminton at DMHS	Met
	Baseline: NFHS HS Participation link	Baseline: RMA HS Participation link			
	Baseline: MS Participation link	Baseline: Sports at grades 9 and 10			