

January 2025 Strategic Plan Update



| GOAL | KPI | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 (BASELINE) | 2022-2023 (YEAR 1) | 2023-2024 (YEAR 2) | 2023-2024 TARGET | 2024-2025 (YEAR 3) | 2024-2025 TARGET | DEFINITION | |
|--------|--------------------------------------|-----------|-----------|-----------|-----------|-------------------------|-----------------------|-----------------------|---------------------|-----------------------|---------------------|--|---|
| Goal 1 | Graduation Rate | 88.7% | 90.6% | 93.2% | 88.6% | 80.5% | 80% | 86.0% | 86% | | 90% | % of students graduating in 4 years | |
| Goal 1 | Grade Point Average | | | | | 62.4% | 60.5% | 62.9% | Maintain/Improve | | Maintain/Improve | % of students earning at least a 2.75 GPA in their courses per semester | |
| Goal 1 | 9th Grade on Track | 92.4% | 90.0% | 94.2% | 73.4% | 80.2% | 84% | 88.3% | 88% | | 90% | % of freshmen passing 5 credits - no more than one semester of core failed | |
| Goal 1 | SAT/ACT Math | 37.0% | 35.1% | COVID | 26.8% | 33% | 27% | 28% | No Target Set | | Baseline | % of students Meeting/Exceeding in Math (SAT through '24) | |
| Goal 1 | SAT/ACT English | 40.0% | 36.7% | COVID | 36.1% | 32% | 32% | 29% | No Target Set | | Baseline | % of students Meeting/Exceeding in English (SAT through '24) | |
| Goal 1 | STAR Math ** | | | | | | | | No Target Set | | Baseline | % of 9th grade students who participated in multiple benchmark assessments | |
| Goal 1 | STAR Reading** | | | | | | | | No Target Set | | Baseline | % of 9th grade students who participated in multiple benchmark assessments | |
| Goal 1 | AP/CTE/DC/Honors Enrollment | | | | 59.9% | 57% | 62% | 74.8% | Maintain/Improve | 74.90% | Maintain/Improve | % of students enrolled in adv courses | |
| Goal 2 | Attendance | | | 76.6% | COVID | COVID | 62.1% | 68.3% | 70.3% | | 72% | % of students at or above 91% attendance | |
| Goal 2 | Tardiness | | | COVID | COVID | 74.2%/80.6% | 81.5%/81.6% | 82.4% / 85% | Maintain/Improve | | 85%/85% | % of students with zero tardy referrals per semester | |
| Goal 2 | Student Behaviors | | | 74.9% | COVID | COVID | 75.5% | 77.8% | 80.0% | | Maintain/Improve | % of students with 5 or less referrals for the year | |
| Goal 2 | Discipline Referrals | | | 5805 | 4849 | 661 | 7251 | 5899 | 7144 | | <7000 | total number of behavior referrals | |
| Goal 2 | ISS | 1104 | 1200 | 1118 | 21 | 2011 | 1596 | 1152 | | | < 1450 | number of ISS | |
| Goal 2 | OSS | 140 | 49 | 38 | 5 | 87 | 115 | 15 | | | < 58 | number of OSS | |
| Goal 2 | ASP | | | | | | | 72 | Baseline Year | | | Improve | number of ASP (Alternative Suspension Program) |
| Goal 3 | Staff Demographics - Admin | 22% | 11% | 22% | 22% | 40% | 40% | 40% | Maintain/Improve | 40% | Maintain/Improve | % of non-white administrators (demographic gaps) | |
| Goal 3 | Staff Demographics - Faculty | 7% | 7% | 6% | 6% | | | 6% | 7% | Maintain/Improve | 9.60% | Maintain/Improve | % of non-white teachers |
| Goal 3 | Staff Demographics - Staff | | | | | | | 28% | 28% | Maintain/Improve | 40% | Maintain/Improve | % of non-white support staff |
| Goal 3 | Faculty Retention | 90.9% | 91.1% | 93% | 91% | 91% | 97% | 94% | 90% | | 90% | % of teachers returning (excluding retirements) | |
| Goal 3 | Faculty Performance Evaluation | 97.3% | 94.4% | 96.7% | 100% | 1% | 98% | 98% | 100% | | 100% | % of teachers with Proficient or Excellent | |
| Goal 3 | Staff Exit Survey | | | | | | | 100% | 100% | | | 100% | % of employees that receive an exit survey when they leave the district |
| Goal 3 | Staff Exit Survey Completion** | | | | | | | | Baseline Year | | | Baseline | % of employees that complete an exit survey when they leave the district |
| Goal 4 | Parent 5Essentials Completion | | | 23.6% | 20.5% | 20.4% | 22.3% | 27.0% | 28.6% | Maintain/Improve | | Maintain/Improve | % of parents completing 5Essentials |
| Goal 4 | Donations Received | | | | | \$88,800 | \$63,162 | 139,000+ | \$100,000 | | | \$200,000 | \$ raised by Foundation |
| Goal 4 | Job Fair Community Partners | | | | | | | 20 Partners | Baseline Year | | | Maintain/Improve | Number of Community Partners at Job Fair |
| Goal 4 | Parent Access to Infinite Campus | | | | | | | 57.8% | >50% | | | >60% | % of parents/guardians who have logged into IC |
| Goal 4 | Meet and Greet Attendance** | | | | | | | 400 Ind/150 Fam | Baseline Year | 600 Ind/200 fam | Maintain/Improve | | # of families that attend beginning of the year Open House/Meet and Greet |
| Goal 4 | Parent Teacher Conference Attendance | | | | | | | 16% | 3% (167)/March 11 | > 16% | 189/ | 300 Total | # of families that make an appointment for Parent Teacher Conferences |
| Goal 5 | Days Cash on Hand | | | | | 251 | 274 | 288 | 200 | | | 200 | days CCHS can meet operating expenditures |
| Goal 5 | Financial Profile - Overall Rating | 4 | 3.55 | 4 | 4 | 4 | 4 | 4 | 3.54 | | 3.54 | overall financial profile rating | |
| Goal 5 | Maintenance Help Desk | | | | | | | 72% | 71% | 75% | | Maintain/Improve | % of Maintenance Help Desk tickets completed in 5 days |
| Goal 5 | IT Help Desk | | | | | | | 89% | 88% | 90% | | Maintain/Improve | % of IT Help Desk tickets completed in 3 days |
| Goal 5 | Custodial Cleanliness | | | | | | | 2.92 | 3.36 | 3.0 | | Maintain/Improve | overall cleanliness survey results out of 5 |
| Goal 5 | Material Audit Findings | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | 0 | Number of Material Audit Findings | |
| Goal 5 | Self Insurance Reserve Balance** | | | | | | | | | | Baseline Year | Self Insurance reserve fund balance | |
| | ** = NEW KPI | | | | | | | | | | | | |

Goal 1 Update



STAR Goals for 2024-2025



Administer STAR
to all Freshmen
(100%
participation)



Provide
Professional
development to
all 9th grade Math
and ELA teachers
to build capacity
specific to STAR
implementation



Identify student
buy-in
strategies



Execute three
data review
meetings to
review STAR
data



Consider ways
to use STAR
data for future
instructional
planning

Graduation Rate Focus



CLASS OF 2025
GRADUATION COHORT



GOAL OF 90%

Grade Point Average

Target – 63% of
students earn a
2.75 GPA or better
in Semester 1

632 students
earned a 2.75 or
better in Semester
1 (61.9%)

Goal 2 Update



Attendance

Goal - 72% of
students above 90%

Current – 72.5% of
students are above
90%

GPA vs ATTENDANCE

2023-2024



Tardiness

Goal - Less than 8,700

Current (January 2025) –
4,536

Pace = 55.3/Day, 9,678 total

January 2024 – 5,179 total
tardies

TARDIES PER DAY 24-25



Tardiness

174 students (16%) have received a tardy referral (3+ tardies to one class)

84% of our students have not had a tardy referral through the 1st semester – Target 85%

Discipline Referrals

Target - Less than 7,000
Referrals

Current - 4,190

Pace = 51/Day, 8,943
Total

Discipline Referrals



Students with 5 or fewer disciplinary referrals = 855 (88%) - Target 80%



Students with 6-9 disciplinary referrals = 49 (5%)



Students with 10 or more disciplinary referrals = 68 (7%)

Discipline Referrals



Top Referrals



1. Multiple Tardies



2. Out of Assigned Area



3. Failure to Serve Makeup Lunch Detention

In-School Suspension



Total number of ISS first
semester = 673



Target – Less than 1450

Top 3 ISS Infractions

PILOT Cell Phone Refusal –
196/673

Failure to Serve After
School Detention – 180/673

Multiple Tardies – 84/673

Out of School Suspension

Total number
of OSS first
semester = 14

Target – Less
than 58

+

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Top OSS Infractions

- 6 - Fighting
- 4 - Aggression

Alternative Suspension

Total number of ASP
first semester = 57

Target – Less than
72

+

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Top ASP Infractions

- 28 Fighting
- 11 Aggression

Goal 3 Update



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Goal 4 Update



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Goal 5 Update TBA
– KPI's in Progress

Questions

