

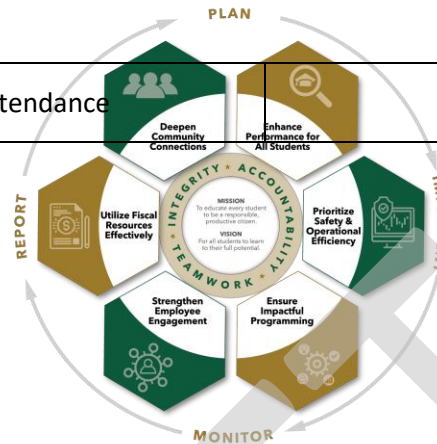


STEP ONE: Determine School-Specific Strategic Plan Metrics

1. Review your current school performance data with your School Governance Council and leadership team.
2. **(Required)** Use the same metric your school selected last year (SY24–25) for each goal. For each required metric, enter your school’s actual performance result from SY24–25. Then, select a performance target for SY25–26 from the dropdown menu. The target should reflect positive progress in the desired direction for that metric. The options are:
 - **Typical:** up to 3% improvement
 - **High:** 4–5% improvement
 - **Accelerated:** 6% or more improvement
3. **(Optional)** You may choose one additional metric for each goal. If you do, enter the current performance level and your target for that metric as well.

Strategic Plan Goals	Strategic Plan Metrics	Current Performance	Performance Target
Enhance performance for all students.	National Percentile Rankings	47 (47% of our 10/11 students are at benchmark overall on PSATNMSQT)	Typical - 49
Prioritize safety and operational efficiency.	ISS & OSS Days	182	Typical - 175
Ensure impactful programming.	AP & Dual Enrollment	57.4	Typical - 59
Strengthen work force engagement.	Employee Retention		Typical
Utilize fiscal resources effectively.	Charter Dollar Expenditures	100	Typical - 100

Deepen community connections.	Attendance	21.9	Typical - 19
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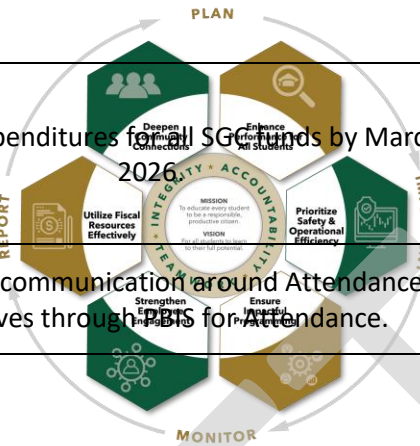


STEP TWO: Develop High-Level Actions

1. Conduct a root cause analysis on your selected Strategic Plan Metric to identify the underlying reasons for your data trends.
2. Select at least one High-Level Action for each Strategic Goal based on the root causes you identified. Consider school-wide solutions, Value-Added Flexibility requests, and evidenced based strategies when determining potential actions.

Strategic Plan Goals	High-Level Action(s) [500 character limit]	Justification [500 character limit]
Enhance performance for all students.	School-wide goal centered on Literacy. All classrooms incorporating vocabulary & reading strategies. Benchmark PSAT assessments created to monitor progress throughout the year.	Increasing reading performance increases student achievement in all classrooms, which increases graduation rate and opportunities for students to be prepared for college or career.
Prioritize safety and operational efficiency.	Increasing staff members trained in Check & Connect. Increasing use of Behavioral RTI.	Students who feel they have a trusted adult are more likely to ask for help than commit behavioral offenses that result in ISS/OSS.
Ensure impactful programming.	Targeted AP/Dual Enrollment events prior to scheduling, including events for freshman.	Increasing opportunities for students to gain access to college level classes and credit gives students confidence to achieve and pursue college.
Strengthen work force engagement.	Introduction of Teams Faculty Meetings; common planning periods; Challenge Coins; increased recognition and celebrations through PTSA and increased professional development opportunities.	Use of Teams for Faculty Meetings and introduction of common planning shows we are cognizant of their time; Challenge Coins, increased celebrations & PD show we are willing to invest. Investing in our teachers and giving them time are ways to show we care and want our teachers to stay at Cambridge.

Utilize fiscal resources effectively.	Allocating expenditures for all SGC funds by March 1, 2026.	Allocating all funds by March 1 st gives SGC a deadline to get requisitions and contracting involved in expenditures for the students in our building. Having a deadline ensures all funds should be spent by the end of FY 26.
Deepen community connections.	Increased communication around Attendance. Incentives through PBIS for Attendance.	Students who see benefit of attendance are likely to be in their classroom. Rewarding good behavior sets a more positive environment for learning.



STEP THREE: Plan for Progress Monitoring

1. Decide which short-term metrics will be used to monitor progress for your identified Strategic Plan Metrics.
2. List the short-term metrics and frequency for which they will be monitored throughout the school year.

Strategic Plan Goals	Progress Monitoring Metric(s) [500 character limit]	Frequency [250 character limit]
Enhance performance for all students.	Benchmark PSAT assessments	1 per quarter
Prioritize safety and operational efficiency.	Data Dive on Discipline & Behavior	1 per semester
Ensure impactful programming.	Parent & Student Meetings	1 per semester
Strengthen work force engagement.	Teacher Feedback	1 per semester

Utilize fiscal resources effectively.	Budget Meeting with SGC	1 per semester
Deepen community connections.	Attendance Communication & Data to all stakeholders	1 per month

