

# SUSD's Wildly Important

## Academic Excellence: Ma

By May 2030, there will be an increase from 25 % to 75% of 8th graders successfully completing AASA.

Frequency	Progress Indicator	
Annual	AASA Cohort growth from 5th to 6th grade (3% per year as measured by AASA)	Development a practices (FUSE
Annual	Percent of students in grades 3-7 enrolled in accelerated math pathways	Development o including but no input and feedb
Annual	Percent of 6th–8th grade math classes taught by appropriately certified and experienced math teachers	Implementation responsive learn
Annual	% of 8th graders earning C or higher in Algebra I Honors (or higher)	Data-Driven pra focus on essent
Annual	AASA 8th grade Proficiency (3% increase per year)	Implementation mathematics pr
Annual	Percent of 8th grade students passing Algebra I with a C or better at semester	All middle scho and reteach pla
Semester	Percent of students enrolled in Algebra I by the first 20 days of 8th grade	Students report
1st Quarter	Percent of students demonstrating grade level proficiency on Algebra Skill Plan (measurement of predecessor skills)	Implementation
Quarterly	% of students at 900 level in IXL math	Host family info beginning in kin
Monthly	2 IXL skills proficient per week in Math (grades 3-8)	Provide families

# Goals (WIGs)

## Mathematics

Algebra I (or beyond) with an annual increase of 3% proficiency as measured by

### Key Initiatives

and Implementation of professional learning supports that focus on engagement and math fellowships, etc.)

placement decision trees for each grade level/course that leverage a body of evidence not limited to: historical AASA, IXL proficiency and growth, benchmark performance, student feedback, teacher and parent/guardian input and feedback.

of district-supported digital tools and/or enrichment programs for personalized and learning (machine learning, AI tutoring) with a strong emphasis on Algebra predecessor skills

practices to identify at-risk students and provide targeted math interventions/tutoring with a goal standards

of learning management systems and tools that support year round learning towards proficiency

of implementing math-focused PLCs with documented use of common formative assessments

of increased confidence in math based on district survey tools

of student focus groups with feedback centered around mathematics beliefs and dispositions

of information and education nights that share strategies and supports to develop algebra readiness

of 6th–8th graders with math progress updates and support resources based on AASA results

## SUSD KPIs 2025-2026

### Goal: Academic Excellence

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.

\* Note: Academic KPIs reflect key “gateway” indicators known to be markers for academic achievement.

KPI for 25-26	Current Baseline	Performance Target 2025-2026
<p>Increase the percentage of students demonstrating academic proficiency in key benchmark assessments, including 3rd grade English Language Arts, 8th grade Mathematics, 9th grade ACT Aspire Science, and the 11th grade ACT Composite, as measured by annual state and district assessments.</p>	3rd grade ELA = 59%	3rd grade ELA= 65%
	5th to 6th grade Math Cohort Proficiency Growth= -8 23-24-5th grade= 61% proficient and above 24-25-6th grade= 53% proficient and above	24-25-5th grade= 67% proficient and above 25-26 6th grade= 65%
	9th Grade ACT Aspire Science = 34%	Increase by 3 percentage points, 37%
	20.7, 63rd percentile rank  Comparison/Context - State Results: State: 17.6/47th percentile rank (Spring 2025)  SUSD - Spring 24    Spring 25 English    20.4    20.3 Math        20.7    21 Reading    21.1    20.7 Science    20.6    20.5 Composite 20.8    20.7  AZ -        Spring 24    Spring 25 English    16.7    16.7 Math        17.6    17.6 Reading    17.8    17.8 Science    17.9    17.8 Composite 17.6    17.6	Increase composite score to 21.3 or higher and percentile rank 66 or higher.
Increase CTE program completers and industry certifications.	691 students in SY 23-24 were ADE reported Completers/Concentrators 756 students in SY 24-25 were ADE reported Concentrators/684 were completers 314 industry credentials were earned in 2024-2025	Team will monitor this metric. 75% of all HS CTE Programs will have 30% persistence rate 70% of students enrolled in the final course of a CTE program will earn an industry/CTED recognized credential

<p>Increase the percent of students across demographics (including underrepresented populations) enrolled in college-level courses (AP, IB, Dual Enrollment)</p>	<p>Overall 24-25 = 72%</p> <p>American Indian/Alaskan Native = 70%</p> <p>Asian = 80%</p> <p>Black/African American = 69%</p> <p>Hispanic = 68%</p> <p>Native Hawaiian/Other Pacific Islander = 78%</p> <p>Two or More = 74%</p> <p>White = 73%</p>	<p>Overall 77%</p> <p>American Indian/Alaskan Native = 75%</p> <p>Asian = 85%</p> <p>Black/African American = 74%</p> <p>Hispanic = 73%</p> <p>Native Hawaiian/Other Pacific Islander = 83%</p> <p>Two or More = 79%</p> <p>White = 78%</p>
<p>Increase or maintain graduation rates.</p>	<p>94.93%</p> <p>(As of 5.23.25)</p>	<p>Increase or maintain graduation rate</p>

## SUSD KPIs 2025-2026

### Goal: Culture, Climate and Community Engagement

Cultivate positive relationships to build an inclusive, equitable, nurturing environment that creates conditions for highly effective teaching, learning, and leading.

KPI for 25-26	Current Baseline	Performance Target 2025-2026
Reduce student chronic absenteeism (18 days or 10%)	24-25 Results: 23.6% Chronically Absent	Reduce percentage of chronically absent students by 3% (20.6%)
Increase the percent of students indicating positive choices (agree and strongly agree) on key satisfaction indicators measured in school level climate surveys.	Growth in KPIs from Hanover Climate Survey previously used in SUSD has been archived.	Team will monitor all areas on climate survey. Continue 3 proposed indicators initiated 22-23 SY (below).
	Established Baseline: 68% <b>24-25 Results: 69%</b> I feel supported by my teachers.	3% increase for student group 25-26
	Established Baseline: 43% <b>24-25 Results: 45%</b> I feel like I am connected to my school.	3% increase for student group 25-26
	Went from 61% in 2022 to 63% in 2023 <b>24-25 Results: 60%</b> Adults at my school care about kids.	3% increase for student group 25-26

<p>Increase the percent of students successfully participating in mentorships, externships, and internships.</p>	<p>70 students registered for internship in 2023-2024 for the 2024-2025 school year 51 students registered for Internship in 2024-2025 for the 2025-2026 school year</p>	<p>Increase the percentage of students participating in CTE Internships by 10% through recruitment efforts</p>
<p>Increase the number of parent, student and community members serving on District Committees and/or Workgroups (curriculum adoption, CTE advisory boards, Gifted Workgroup, etc.)</p>	<p>Establishing which groups to prioritize and collecting a baseline in 25-26 school year</p>	<p>Each group meeting in 25-26 will have minimum of one, maximum of two stakeholder group members (student, parent/guardian, community) from each learning community. When there are two members from the same community, they should represent schools</p>

## SUSD KPIs 2025-2026

### Goal: Talented and Qualified Professionals

Attract, hire, develop, support, and retain highly qualified, passionate, and talented professionals.

KPI for 25-26	Current Baseline	Performance Target 2025-2026
Support retention by offering a superior compensation package -- fostering an environment where employees feel valued.	Last year (24-25) we partnered with Special Education to eliminate the need for contracted services in the that department. We were able to take the monies used for contractors and put it into the salary schedule for market demand stipends. We currently have all classrooms filled with appropriately certified special education teachers excpet for one. We filled all of our psychologist positions. We currently only have five (5) paraprofessional openings. We have a job fair August 22nd where we already have six (6) people signed up to come and interview.	Goal: To offer a competitive work calendar to bus drivers in order to attract and retain drivers to SUSD. This would help to eliminate the need for contracted services in transportation.
Increase the retention rate of quality employees from one school year to the next -- per employee classification. (Exempt retirements, separations due to performance, and those moving from area.)	As of 5/28/2025:  Adminstrative rate: 98.9% Certified: 87.78% Classified Exempt: 92.59% Classified: 78.34%  Overall Retention Rate: 84.51%	Maintain the rate for administrative, certified and classified exempt. Increase classified retention rate to 80%. The overall retention rate will be 85% or higher.  Adminstrative rate: 98.9% Certified: 87.78% Classified Exempt: 92.59% Classified: 80%  Overall Retention Rate: 85%
Increase the retention rate of Special Education Professionals and eliminate the need for contracted services across all aspects of Special Education.	As of May 22, 2025 # of Contracted SPED Teachers - 10 # of Contracted SPED paras - 14 # of Contracted special service providers - 20 # of Contracted special transportation providers - 3 # of students served by transportation contractors - 222 FY25 Retention Rate for Special Education Teachers - 96.43% FY25 Retention Rate for Psychologists - 80.0%	As of May 21, 2026 # of Contracted SPED Teachers - 0 # of Contracted SPED paras - 0 # of Contracted special service providers - 0 # of Contracted special transportation providers - 1 # of students served by transportation contractors - 20 FY25 Retention Rate for Special Education Teachers - 98.0% FY25 Retention Rate for Psychologists - 90%

<p>Maintain or increase the percent of appropriately certified teachers in SUSD.</p>	<p>24-25 SUSD- 91.1% Appropriately Certified. 24-25 data statewide - 57% appropriately certified</p>	<p>Recognizing the impact of appropriately credentialed teachers, continue to exceed the state average of appropriately certified teachers by at least 12% or grow the SUSD appropriately certified number by 2%.</p>
<p>Ensure all students have access to appropriately certified math teachers.</p>	<p>FY 25 Data 88% Appropriately Certified FY 26 Data 88% Appropriately Certified</p>	<p>FY 27 Data 95% Appropriately Certified</p>

## SUSD KPIs 2025-2026

### Goal: Optimized Resources:

*Generate and utilize resources to maximize educational opportunities in order to ensure organizational health.*

KPI for 25-26	Current Baseline	Performance Target 2025-2026
Increase student enrollment.	<p><b>Enrollment WIG from 24-25 School Year</b> Increase enrollment from 23-24 to 24-25 by 1% = 185</p> <p>SUSD 1st-12th grade 100th day target = 18,660 on 100th day = January 21, 2025</p> <p>Baseline for 25-26                      5.22.25 SUSD K-11 enrollment = 18105                      5.22.25 SUSD 1-12 enrollment = 18657</p>	<p>From May 2025 to the 100th day in fiscal year 2025-26, enrollment in grades 1-12 will increase a minimum of 1% (not including early graduates).</p> <p>5.22.25 SUSD K-11 enrollment = 18105                      Target= Additional 181 students enrolled</p>
Increase per-pupil classroom spending resource categories (Instruction, Student Support, and Instructional Support)	<p>Instruction 54.6%                      Student Support 11.3%                      Instructional Support 5.4% Total = 71.3%</p> <p>Administration 9.0%                      Plant Operations 12.1%                      Food Services 3.8%                      Transportation 3.8%</p>	<p>Maintain or improve per pupil classroom spending resource in all categories:</p> <p>Instruction = 54.6%                      Student Support = 11.3%                      Instructional Support = 5.4%                      Total = 71.3%</p> <p>Administration = 9.0%                      Plant Operations = 12.1%                      Food Services = 3.8%                      Transportation = 3.8%</p>

Build a strategy around a 10 year capital plan (AKA- Right sizing our District)

3 sessions for administrators during summer learning conferece (Leaderpalooza)

1 community information gathering sesison per school campus + 1 for each learning community - 33 total  
2 school presentations 1 daytime and 1 evening per school campus - 56 total  
Survey participants / respondants can be difficult to capture. 10,000 respondents, including staff, students, parents, and community members would be ideal.

## SUSD KPIs 2025-2026

### Goal: Future Focused Learning Systems

*Establish the district as an innovative, future-focused learning system by fostering a culture of continuous improvement, integrating emerging technologies, empowering educators, and equipping all students with the skills, knowledge, and mindsets needed to thrive in a rapidly changing world.*

KPI for 25-26	Current Baseline	Performance Target 2025-2026
<p>Explore, pilot, and evaluate innovative instructional time models that leverage Artificial Intelligence to optimize learning and provide teachers with one full day of job-embedded professional development and collaborative planning per week, without negatively impacting student instructional time or outcomes.</p>	<p>All schools currently are on a traditional five-day schedule. Teachers are able to access professional development on early release days and after school hours.</p> <p>One school currently piloting 4x5 one week per month for each grade level</p>	<p>Convene a committee to study options. Identify two schools - from different levels - to pilot in FY27.</p>
<p>Develop and implement a system-wide plan for the integration and strategic use of Artificial Intelligence to enhance operational efficiency, improve student outcomes, and advance the mission and vision of Scottsdale Unified School District.</p>	<p><b>Teach FX Pilot</b> in 24-25: We had approx. 25 users who recorded 5,973 student talk minutes and 6,701 group talk minutes. Additional Data can be found at <a href="#">TeachFX Impact Report</a>. Phase 2/Year 2 Implementation Plan for 25-26 will include all 2nd Year teachers (approximately 40), All FUSE fellows (approximately 15) and possible use with Hopi Teachers.</p> <p><b>Magic School:</b> Baseline for 24-25 SY total of 1,494 users who created 71,116 generations. Top Tools included (in order) Raina, Writing Feedback, Professional Email, Email Responder, Text Rewriter, Multiple Choice Quiz/Assessment, Academic Content, Lesson Plan, Worksheet Generator. For 25-26 SY we have already had four hours of in-person training. We also have an established AI workgroup, AI Embassadors, and have created AI Guidelines.</p> <p><b>Khanmigo Pilot in 24-25:</b> Baseline for 24-25 SY collected between February 2025 and June 2025- total of 1,704 student users, 13 school sites. 310 activities completed</p> <p><b>Amira Pilot in 24-25:</b> Baseline for 24-25 SY total of 1,345 users at 9 different school sites. 35,000 stories read, 75,000 minutes read, 80% license usage</p> <p><b>Packback Pilot in 24-25:</b> Baseline for 24-25 was 6 teacher users and 50 students at 1 campus.</p>	<p>Meaningful increases in student and teacher usage of tools with ongoing monitoring of student outcome data as related to tool usage.</p>

<p>By the end of the academic year, design and begin implementation of a comprehensive K–12 computer science course pathway that integrates AI literacy, programming, cybersecurity, and digital citizenship, ensuring vertical alignment, equitable access, and readiness for future-focused learning and careers.</p>	<p>Currently we have two elementary schools (Navajo and Laguna) and one middle school (Tonalea) that utilize Tech Smart for coding.</p>	<p>Course progression documentation within planning guides with accompanying PD plan for teachers</p>
<p>By the end of the academic year, design, launch, and sustain district-wide initiatives that celebrate a Culture of Innovation events, programming and efforts should focus on engaging students, teachers, leaders, and families learning more and celebrating the innovation happening in SUSD and our community.</p>	<p>SUSD's Innovation StartUp Grant program, launched in Spring 2023 aims to empower educators to offer students new learning opportunities.</p>	<p>By May 2026: Secure alternative funding to support annual innovation start-up grants Design and launch a system that celebrates a culture of innovation across the SUSD district.</p>