



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.	Overall Milestones Proficiency	77.6	Typical (3%) = 79.9
Prioritize safety and operational efficiency.	Office Referrals	65	Maintain (100 or under)
Ensure impactful programming.	Special Education ELA Proficiency	36.4	Accelerated (6%) = 38.6
Strengthen work force engagement.	Employee Retention	87.3%	Typical (3%) = 89.9%
Utilize fiscal resources effectively.	Charter Dollar Expenditures	100%	Typical (maintain 100%)
Deepen community connections.	Student Attendance	9.1%	Typical (3%) = 8.8%



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.	Work within PLC teams to ensure effective instruction throughout all EOC classes. Utilize district assessments, data analysis protocols, consistent resources to meet improvement targets and provide daily intervention for all MTSS Tier 2/3 students.	Having effective PLC teams ensures all students receive appropriate instruction and support. Students identified through our MTSS process also receive daily interventions through our Advisement period.
Prioritize safety and operational efficiency.	Utilize Behavioral Referral form and Northview Behavior Flow Chart throughout all classrooms and continue to implement our PBIS supports.	Streamlining all behavioral referrals provides consistency for all teachers in all classrooms. As a PBIS Distinguished school for 3 consecutive years we will continue to utilize positive behavioral practices to further encourage appropriate behavior.
Ensure impactful programming.	IRR teachers work with ELA PLC teams to create remediation activities for individual students based on their IEPs.	Providing targeted Reading and ELA instruction helps students improve proficiency on EOC assessment.
Strengthen work force engagement.	Continue to implement staff recognition programs and strengthen leadership teams through coaching to provide more support for all teachers as well as to provide more opportunities for interested staff to be involved in various school activities and school improvement.	Creating a collaborative school culture that provides opportunities for all staff to be involved and provide input on the future will help us meet our goal of retaining 90% or more of our team each year.
Utilize fiscal resources effectively.	Meet 6-8 times per year with SGC to ensure all Charter Funds are utilized to benefit the Northview community.	SGC governs the expenditure of all charter dollars.
Deepen community connections.	MTSS team will identify all chronic and severely chronic students and work with them, their families and our school team to reduce the number of absences for these students.	Working with families to ensure identified students come to school more frequently will improve our overall attendance rate.



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.	PLC teams review unit assessments and provide remediation/support as needed. Implement boot-camp opportunities for identified students each semester.	Unit analysis 4-6 times per year
Prioritize safety and operational efficiency.	Admin team reviews discipline data weekly. PBIS team reviews data monthly to provide support/PD to teacher teams as needed.	Monthly
Ensure impactful programming.	SPED team reviews unit assessment results and provides additional support for students as needed.	4-6 times per year
Strengthen work force engagement.	Monthly DC and ILT meetings to strengthen collaboration throughout Northview, celebrate staff weekly (BOLT) and monthly (Titans of Month).	Monthly
Utilize fiscal resources effectively.	Meet four times each semester to utilize all charter dollar funds to benefit students.	8 times per year
Deepen community connections.	Review attendance data monthly, work through MTSS team to identify students/families that need additional support.	Monthly