

To achieve the vision, the Board of Education adopts the following district goals:

**GOAL 1: Improve student Achievement--All students will demonstrate proficiency or higher in math, communication arts, and science.**

Performance Indicators	Measures
1. Improve student performance in communication arts	1. Percent of students proficient/advanced in state and district measures of achievement
2. Improve student performance in math	1. Percent of students proficient/advanced in state and district measures of achievement
3. Improve student performance in science	1. Percent of students proficient/advanced in state and district measures of achievement
4. Maintain high performance on ACT	1. Composite scores (ACT)

**GOAL 2: Improve Graduation Rate--Students will persist in their efforts to complete an educational program.**

1. Improve graduation rate as measured by MSIP Standard 9.5	1. Percent of students persisting to graduation
2. Reduce student/teacher ratios	1. Student/teacher ratio as measured by MSIP standards
3. Increase student engagement and responsibility for learning	1. Percent of students enthusiastic about learning 2. Percent of students participating in SPS schools of choice 3. Percent of students adequately prepared for the workplace and higher education (Developing) 4. Percent of students and staff with positive perceptions of the environment
4. Increase student attendance	1. District attendance rate

**GOAL 3: Ensure Effective and Efficient Use of Resources--High-quality, fiscally responsible services will be provided.**

1. Recruit, develop, and retain high quality staff	1. Percent of staff satisfied with job 2. Percent of staff retained 3. Rank of teacher overall compensation packages as compared to regional cohort group 4. Percent of non-teacher salary/benefit packages meeting/exceeding competitive market 5. Degree to which staff diversity reflects student diversity
2. Ensure a safe and nurturing environment for learning	1. Percent of lost work time (workers compensation claims)
3. Attain high levels of customer satisfaction	1. Percent of satisfied frequent voters in the area of district financial management 2. Percent of stakeholders satisfied with overall district performance
4. Maximize the use of financial resources	1. Percent of fund balance to operating expenditures
5. Provide and maintain facilities that are conducive for learning	1. Number (%) of air conditioned buildings 2. Number of district buildings at or above district standards