

Goal 1: Improve Student Achievement — *All students will demonstrate proficiency or higher in math, communication arts, and science.*

Performance Indicators and Measures	Targets				
	2008-09	2009-10	2010-11	2011-12	2012-13
1. Meet or exceed Adequate Yearly Progress (AYP) performance standards for schools and the district					
1. Number of schools and subgroups meeting or exceeding AYP performance standards	32	36	40	44	50
2. Improve student performance in communication arts, math, and science					
1. Percent of students proficient/advanced in state and district measures of achievement	<08 & EMC	<09 & EMC	<10 & EMC	<11 & EMC	<12 & EMC
2. Composite scores (ACT)	22.9	22.901	22.902	22.903	22.904

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

Performance Indicators and Measures	Targets				
	2008-09	2009-10	2010-11	2011-12	2012-13
1. Improve graduation rate as measured by MSIP Standard 9.5					
1. Percent of students persisting to graduation	82.5	83.5	84	85	85.5
2. Reduce student/teacher ratios					
1. Average number of students per class at each grade level K-12					
3. Increase student engagement and responsibility for learning					
1. Percent of students enthusiastic about learning	65.75	71.6	77.47	83.3	89%
2. Percent of students participating in SPS schools of choice	11%	12%	13%	14%	15%
3. Percent of students participating in career and technical programs	38%	39%	40%	41%	42%
4. Increase student attendance					
1. District attendance rate	94.16	94.41	94.66	94.91	95.16

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

Performance Indicators and Measures	Targets				
	2008-09	2009-10	2010-11	2011-12	2012-13
1. Recruit, develop, and retain high quality staff					
1. Percent of staff satisfied with job	90%	90%	90%	90%	90%
2. Percent of staff retained	85%	85%	85%	85%	85%
3. Rank of teacher overall compensation packages as compared to regional cohort group	Rank 1st	Rank 1st	Rank 1st	Rank 1st	Rank 1st
4. Percent of non-teacher salary/benefit packages meeting/exceeding competitive market	90%	90%	90%	90%	90%
5. Degree to which staff diversity reflects student diversity	annual incr.	annual incr.	annual incr.	annual incr.	annual incr.
2. Ensure a safe and nurturing environment for learning					
1. Percent of students and staff with positive perceptions of the environment	92.40%	92.96%	93.89%	94.83%	95.78%
2. Percent of lost work time (workers compensation claims)	0.50%	0.50%	0.50%	0.50%	0.50%
3. Attain high levels of customer satisfaction					
1. Percent of satisfied frequent voters in the area of district financial and bond management	52	54	56	58	60
2. Percent of stakeholders satisfied with overall district performance	68%	70%	72%	74%	76%
4. Maximize the use of financial resources					
1. Percent deficit spending	0%	0%	0%	0%	0%
2. Percent of total operating expenditures focused on instruction	60.20%	61.40%	62.60%	63.80%	65%
5. Provide and maintain facilities that are conducive for learning					
1. Number (%) of air conditioned buildings	53.60%	65.20%	76.80%	88.40%	100%
2. Number of district buildings at or above district standards	n/a	n/a	n/a	n/a	n/a
3. Percent completion of a systematic facility utilization/boundary review process.	100%				

EMC = Exceeds majority of comparable districts