



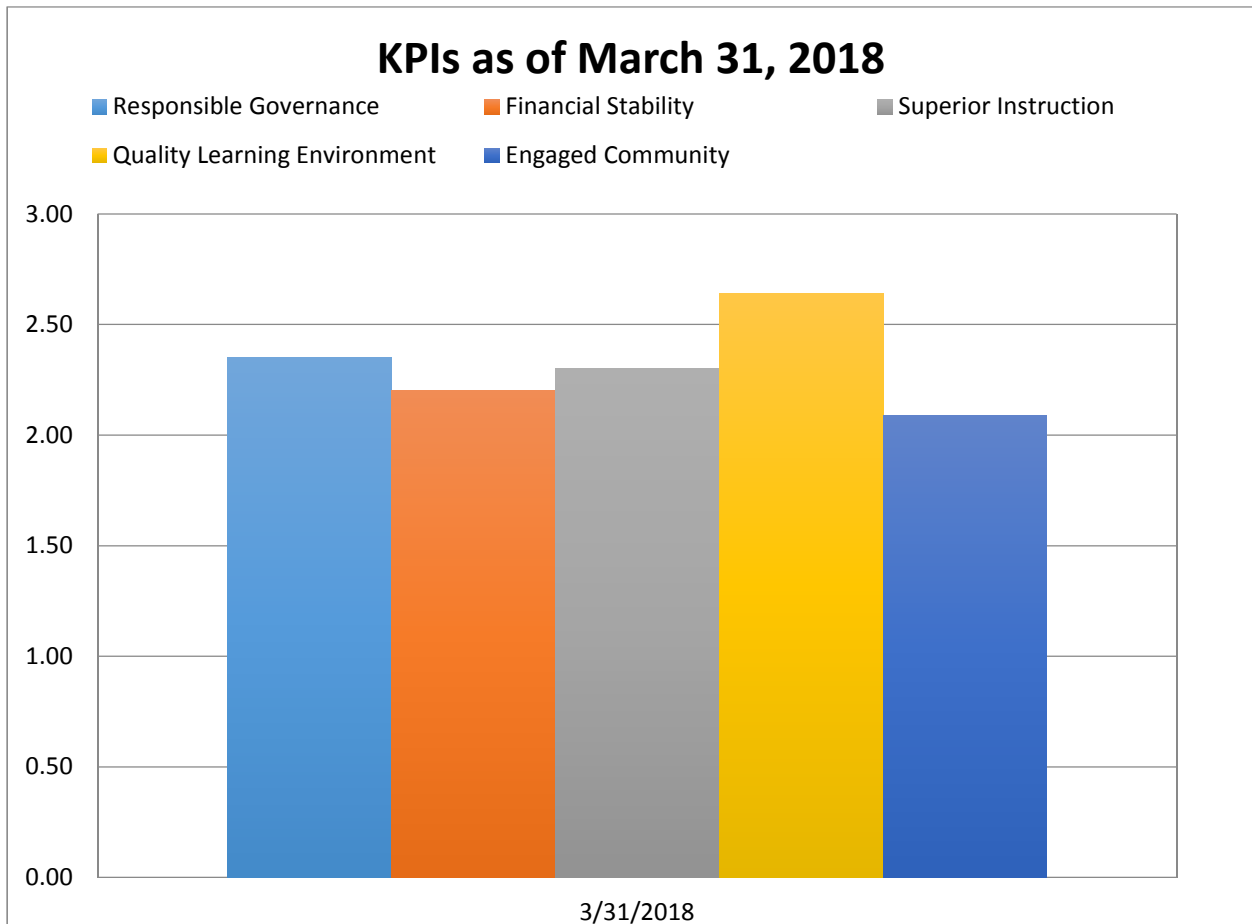
Key Performance Indicators

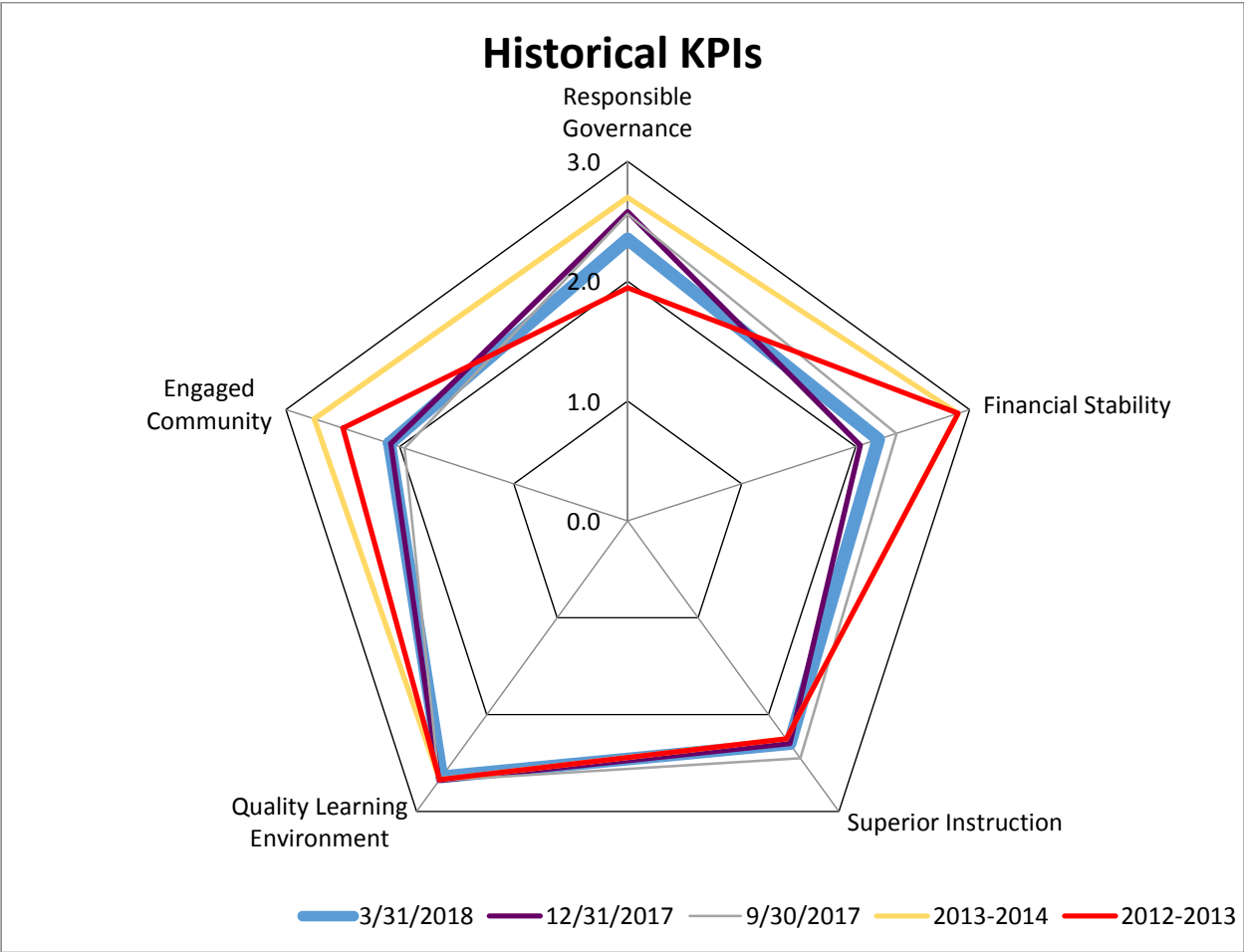
As of March 31, 2018

Key performance indicators (KPIs) are measurable values that demonstrate how the school is performing. These values are represented in five categories that align with the Governance Board's Strategic Plan. Defined goals and measures that are outlined in the school's Unified Improvement Plan are also included so that progress toward those goals can be more effectively evaluated and tracked.

Stargate School's KPIs are formulated and monitored by the School Accountability Committee. As data from various sources is collected and analyzed and historical trends are established, changes may be made to the scoring process. New indicators will also be included as new data becomes available. KPIs will be updated on a quarterly basis and will be made available to the Stargate community after data is finalized and approved.

The KPIs highlight areas of strength, as well as reveal areas that require continued attention and goal-oriented strategies. The KPIs will be utilized by the Board in the preparation of each year's Strategic Plan, as well as in their day-to-day decision making as they strive to fulfill the school's mission.






Date	Responsible Governance	Financial Stability	Superior Instruction	Quality Learning Environment	Engaged Community
3/31/2018	▲ 2.35	▲ 2.20	▲ 2.30	● 2.64	▲ 2.09
12/31/2017	● 2.58	▲ 2.04	▲ 2.30	● 2.68	▲ 2.08
9/30/2017	● 2.56	▲ 2.36	▲ 2.45	● 2.68	▲ 1.96
2013-2014	● 2.70	● 2.90	● 2.25	● 2.67	● 2.75
2012-2013	▲ 1.94	● 2.90	● 2.25	● 2.67	● 2.50

Qualifiers
>=2.50
1.90 - 2.49
<1.90

Each measure is given a rating on a 0-3 scale based on available data. Ratings are categorized into three groups. Scores from 2.50 to 3 are coded as green, signifying that expectations are being met or exceeded. Scores from 1.90 to 2.49 are coded yellow, signifying that attention is needed and efforts toward improvement should be made. Scores below 1.90 are coded red, signifying that urgent attention is needed and immediate plans for improvement should be made.


Responsible Governance

Overall Rating:  2.35

Goal: A governance framework that maximizes the talents and skills of our growing community.

Key Performance Indicator	Measure	Owner	Threshold	as of date	update frequency	Score	Rating	Weight
Governance Board self-evaluation	cumulative score	Governance Board	Score converted to scale of 3	3/31/2018*	annually	3.0	2.23	25%
Governance Board evaluation	cumulative score	School Accountability Committee	Score converted to scale of 3	3/31/2018	annually	3.2	2.42	25%
Community favorability	Staff and parent responses to: "The Governance Board makes decisions based on what's best for Stargate students and staff"	School Accountability Committee	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2018	annually	87%	2.61	25%
Recommendations consideration	recommendations addressed, completed, and/or in progress, individually and subjectively scored by SAC	Governance Board, School Accountability Committee	average score	3/31/2018	quarterly	2.15	2.15	25%

Financial Stability

Overall Rating:  2.20

Goal: Long-term viability of the school

Key Performance Indicator	Measure	Owner	Thresholds	as of date	update frequency	Score	Rating	Weight
Budget Performance	overall % actual vs budget for revenues and expenditures year-over-year	Finance Committee	3: revenues \geq 100% of budget; expenses \leq 100% of budget 2: 1%-5% deviation from targets 1: $>$ 5% deviation from target	3/31/2018	quarterly	rev=100% exp=100%	3	16%
Financial Reserves	reserve \geq 20% of budgeted operating expenses, excluding rental payments	Finance Committee	3: \geq 20% 2: 15%-19% 1: $<$ 15%	3/31/2018	quarterly	24%	3	16%
Debt Service Coverage Ratio	current ratio \geq 1.00	Finance Committee	3: \geq 1.00 2: .90 - .99 1: $<$.90	3/31/2018	quarterly	0.54	1	16%
Revenue Distribution	annual %s consistent with defined targets: (a) salaries and benefits \geq 60% revenue; (b) debt service \leq 25% revenue; (c) other expenses \leq 15% revenue; (d) surplus \leq 5% revenue	Finance Committee	3: targets met 2: 1%-5% deviation from target 1: $>$ 5% deviation from target	3/31/2018	quarterly	a=65% b=26% c=15% d=-6%	2*	16%
Teacher Compensation	average salary comparison to corresponding Adams 12 salary level	Executive Director	3: above district average 2: at district average 1: below district average	6/30/2017	annually	below average	1	16%
Quarterly monitoring report of expenses vs forecast with call outs	reported to the Governance Board once each quarter	Finance Committee	3: completed 2: partially completed 1: not completed	3/31/2018	quarterly	complete	3	10%
Quarterly monitoring of fundraising dollars raised and allocated	reported to the Governance Board once each quarter	Chief Financial Officer	3: completed 2: partially completed 1: not completed	3/31/2018	quarterly	complete	3	10%

* Variances from target percentages are in line with the Board approved budget.


Superior Instruction

Overall Rating:  2.30

Goal: Hire, develop, and retain exceptional educators.

Key Performance Indicator	Measure	Owner/Source	Threshold	as of date	update frequency	Score	Rating	Weight
Teacher Evaluations	average overall teacher evaluation scores	Executive Director	3: >=95%	6/30/2017	annually	92%	2	20%
			2: 90%-94%					
			1: <90%					
Teacher Gifted Endorsements	% achieved or in progress	Director of Professional Development	3: >=90%	3/31/2018	semi-annually	80%	2	20%
			2: 75-89%					
			1: <75%					
CDE Highly Qualified Certification	% of teachers with CDE endorsements in primary content area	Executive Director	3: >=95%	6/30/2017	annually	96%	3	15%
			2: 90%-94%					
			1: <90%					
Student Achievement	state standardized tests	CDE via schoolview.org	3: >=90	12/31/2017	annually	100	3	15%
			2: 80-89					
			1: <80					
Student Growth	state standardized tests	CDE via schoolview.org	3: >=80	12/31/2017	annually	59.4	1	15%
			2: 70-79					
			1: <70					
Advanced Placement performance	average student scores on AP exams	Secondary Principal	3: >=3.5	9/30/2017	annually	3.52	3	15%
			2: 3-3.5					
			1: <3					

Quality Learning Environment


Overall Rating:  2.64

Goal: A safe environment that encourages a life-long love of learning.

Key Performance Indicator	Measure	Owner/Source	Threshold	as of date	update frequency	Score	Rating	Weight
Staff overall satisfaction	Staff response to: "considering everything, I am satisfied working at Stargate"	School Accountability Committee/staff survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2018	annually	92%	2.75	25%
Staff retention	% of staff retained from previous year	Executive Director	3: >=90% 2: 75%-89% 1: <75%	9/30/2017	annually	92%	3	20%
Department retention*	staff retention by department	Executive Director	3: all departments >= 90% retention 2: one or more departments 75-89% 1: one or more departments <75%	9/30/2017	annually	one department 80%	2	20%
Safety	parent response to: "my child feels safe at school"	School Accountability Committee/parent survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2018	annually	96%	2.88	15%
Curriculum transition	parent and staff surveys ("The curriculum and instruction in each grade and school builds effectively upon preceding grades")	School Accountability Committee/parent and staff surveys	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2018	annually	83%	2.49	10%
Engagement and challenge	parent response to: "my child feels appropriately engaged and challenged"	School Accountability Committee/parent survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2018	annually	91%	2.73	10%

*Departments defined as: administration, secondary teaching departments (math, science, etc.), elementary teaching departments (K, 1/2, specials, etc.), operations/facilities, counseling/learning services, support staff


Engaged Community

Overall Rating:  2.09

Goal: A unified and engaged community.

Key Performance Indicator	Measure	Owner/Source	Threshold	as of date	update frequency	Score	Rating	Weight
Fundraising	Percentage of households contributing to annual campaign	Chief Financial Officer	3: >=40%	6/30/2017	annually	18%	1	12.5%
			2: 20%-39%					
			1: <20%					
Election participation	% of eligible voting members who cast their vote in fall and spring elections	Election Committee	3: >=40%	9/30/2017	semi-annually	19%	1	12.5%
			2: 20%-39%					
			1: <20%					
Parent survey participation	ratio of responses to total student population	School Accountability Committee	3: >=50%	3/31/2018	annually	43%	2	12.5%
			2: 35%-49%					
			1: <35%					
Staff survey participation	% of staff completing survey	School Accountability Committee	3: >=75%	3/31/2018	annually	81%	3	12.5%
			2: 50%-74%					
			1: <50%					
Adequate volunteer support for staff	Staff response to: "I have an appropriate number of volunteers to assist"	School Accountability Committee/staff survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2018	annually	74%	2.22	12.5%

Engaged Community

Overall Rating:  2.09

Goal: A unified and engaged community.

Key Performance Indicator	Measure	Owner/Source	Threshold	as of date	update frequency	Score	Rating	Weight
Effective communication	parent response to: "I am pleased with the level of communication I have with this child's teachers;" staff response to: "I receive appropriate and timely communication from the administration"	School Accountability Committee/ parent and staff surveys	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2018	annually	84%	2.51	12.5%
Participation in community events	average number of community members participating	Community Relations Committee	3: >400 2: 200-399 1: <200	3/31/2018	quarterly	245	2	12.5%
Community Relations funding	% of registrants who paid the optional CRC fee	Chief Financial Officer	3: > 80% 2: 65%-79% 1: <65%	9/30/2017	annually	100%	3	12.5%

Unified Improvement Plan Key Performance Indicators*

Overall Rating: ▲ 2.00

Goal: Monitor implementation of goals outlined in each year's UIP.

Key Performance Indicator	Measure	Owner/Source	Threshold	as of date	update frequency	Score	Rating	Weight
ELA Achievement	Percentage of students achieving "Meets" or "Exceeds" status on PARCC ELA	CDE	3: >=65%	12/31/2017	annually	64.8%	2	20%
			2: 50%-64%					
			1: <50%					
20								
ELA Growth	average median growth percentile for students in grades 6-8	CDE	3: >=60%	12/31/2017	annually	30%	1	20%
			2: 40%-59%					
			1: <40%					
20								
Design Thinking training	staff participation in Professional Development targeted training	Executive Director	3: >=90%	3/31/2018	quarterly	99%	3	20%
			2: 70%-90%					
			1: <70%					
20								
Increased understanding of Adroit	percentage increase in "strongly agree" and "agree" responses on parent and staff survey	School Accountability Committee	3: >=10%	3/31/2018	annually	-5%	1	20%
			2: 0%-10%					
			1: <0%					
20								
Staff understanding/ implementation of UIP	percentage of certified staff responding "strongly agree" or "agree" to survey question addressing UIP	School Accountability Committee/staff survey	3: > 70%	3/31/2018	annually	80%	3	20%
			2: 50%-74%					
			1: <50%					
20								
Adroit Expo participation	percentage of students participating	Executive Director	3: >=90%	6/30/2018	annually	NA	NA	0%
			2: 70%-90%					
			1: <70%					
20								

Unified Improvement Plan Key Performance Indicators*

Overall Rating: ▲ 2.00

Goal: Monitor implementation of goals outlined in each year's UIP.

Key Performance Indicator	Measure	Owner/Source	Threshold	as of date	update frequency	Score	Rating	Weight
Design Thinking curriculum	% of teachers implementing one design thinking unit in curriculum	Executive Director	3: >=75%	6/30/2018	quarterly	NA	NA	0%
			2: 50%-74%					
			1: <50%					
Step Up to Writing	percentage of literacy teachers fully implementing writing curriculum	Executive Director	3: >=90%	6/30/2018	quarterly	NA	NA	0%
			2: 80%-90%					
			1: <80%					
PEP strategy implementation (secondary)	percentage of teachers implementing strategy in curriculum	Executive Director	3: >=90%	6/30/2018	quarterly	NA	NA	0%
			2: 80%-90%					
			1: <80%					
RACES strategy implementation (elementary)	percentage of teachers implementing strategy in curriculum	Executive Director	3: >=90%	6/30/2018	quarterly	NA	NA	0%
			2: 80%-90%					
			1: <80%					
Adroit learning experience	percentage of students demonstrating positive learning experience in reflection journal entries	Executive Director	3: > 80%	6/30/2018	annually	NA	NA	0%
			2: 65%-79%					
			1: <65%					