



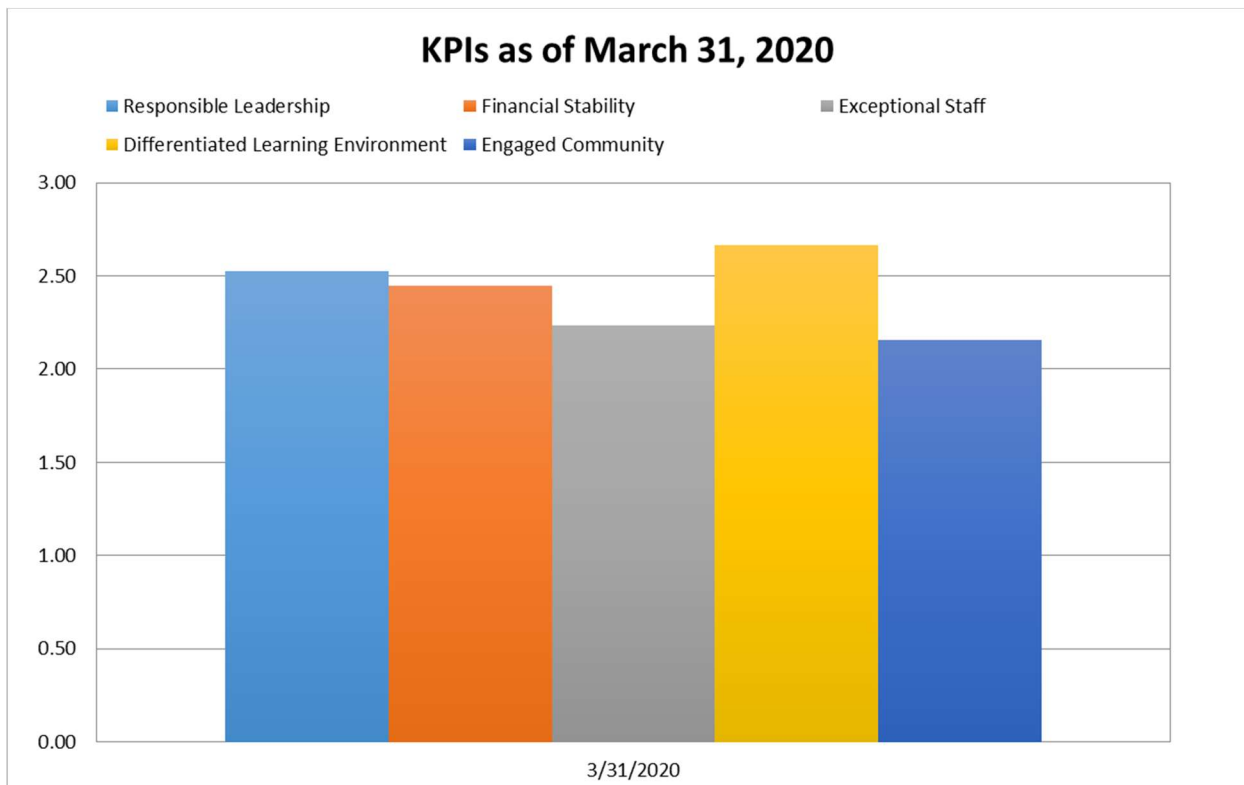
## Key Performance Indicators

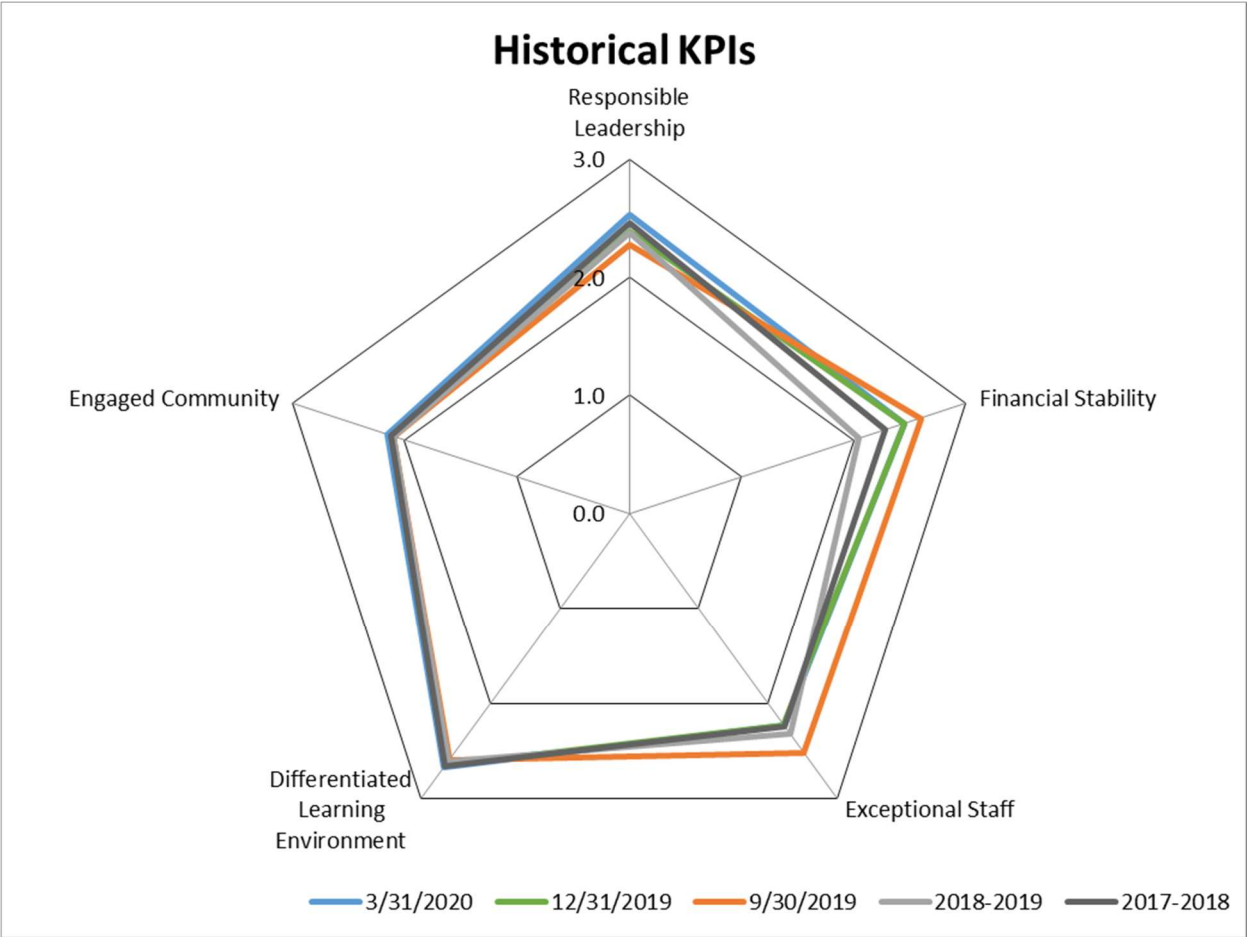
As of March 31, 2020

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 Leadership	Financial Stability	Exceptional Staff	Differentiated Learning Environment	Engaged Community
3/31/2020	● 2.53	▲ 2.45	▲ 2.23	● 2.67	▲ 2.16
12/31/2019	▲ 2.38	▲ 2.45	▲ 2.23	● 2.64	▲ 2.11
9/30/2019	▲ 2.27	● 2.60	● 2.52	● 2.59	▲ 2.11
2018-2019	▲ 2.38	▲ 2.05	▲ 2.32	● 2.61	▲ 2.10
2017-2018	▲ 2.46	▲ 2.28	▲ 2.24	● 2.66	▲ 2.12
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 Leadership

Overall Rating: ● 2.53

Goals:

- Maintain a safe campus
- Implement Stargate's mission and vision
- Ensure compliance in all policies

Key Performance Indicator	Measure	Owner	Threshold	as of date	update frequency	Previous score	Current score	Rating	Weight
Governance Board self-evaluation	cumulative score	Governance Board	Score converted to scale of 3	3/31/2020 *note: finalized in April	annually	2.80	3.30	2.48	20%
Governance Board evaluation	cumulative score	School Accountability Committee	Score converted to scale of 3	3/31/2020	annually	3.00	3.40	2.55	20%
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/ staff & parent survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2020	annually	82%	80%	2.41	20%
Recommendations consideration	recommendations addressed, completed, and/or in progress, individually and subjectively scored by SAC	Governance Board, School Accountability Committee	average score	3/31/2020	quarterly	2.28	2.35	2.35	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	3/31/2020	annually	95%	95%	2.85	20%

# Financial Stability

Overall Rating: ▲ 2.45

Goals:

- Maintain the long-term viability of the school
- Remain financially transparent

Key Performance Indicator	Measure	Owner	Thresholds	as of date	update frequency	Previous score	Current Score	Rating	Weight
Budget Performance	overall % actual vs budget for revenues and expenditures	Finance Committee	3: revenues $\geq$ 100% of budget; expenses $\leq$ 100% of budget 2: 1%-5% deviation from targets 1: $>$ 5% deviation from target	3/31/2020	quarterly	rev=50.74% exp=50.06%	rev=75.86% exp=74.49%	3	20%
Financial Reserves	reserve $\geq$ 20% of budgeted operating expenses, excluding rental payments	Finance Committee	3: $\geq$ 20% 2: 15%-19% 1: $<$ 15%	3/31/2020	quarterly	29%	29%	3	20%
Revenue Distribution	annual %s consistent w/ 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	3/31/2020	quarterly	a=66% b=14% c=17% d=3%	a=67% b=15% c=15% d=3%	3	20%
Teacher Compensation	average salary comparison to corresponding Adams 12 salary level	Exec Dir of Operations and Finance	3: above district average 2: at district average 1: below district average	9/30/2019	annually	below average	all salaries at or above average	2.5	20%
Documentation of processes and controls	% of Finance processes and controls formally documented and/or updated for current year	Finance Committee	% of processes documented/updated converted to a score of 3	3/31/2020	quarterly	25%	25%	1	20%

# Exceptional Staff

Overall Rating:  2.23

Goals:

- Maintain a positive work environment
- Recruit, mentor and retain highly-skilled staff
- Ensure compliant and high-quality individualized learning plans

Key Performance Indicator	Measure	Owner/Source	Threshold	as of date	update frequency	Previous score	Current Score	Rating	Weight
Teacher Evaluations	average overall teacher evaluation scores	Principals	3: >=95%	6/30/2019	annually	90%	94%	2	17%
			2: 90%-94%						
			1: <90%						
Teacher Gifted Endorsements	% achieved or in progress	HR Manager	3: >=90%	12/31/2019	semi-annually	67%	67%	1	17%
			2: 75-89%						
			1: <75%						
CDE Highly Qualified Certification	% of teachers with CDE endorsements in primary content area	Principals	3: >=95%	6/30/2019	annually	94%	99%	3	17%
			2: 90%-94%						
			1: <90%						
Staff satisfaction	staff response to: "I would recommend Stargate to a friend"	School Accountability Committee/ staff survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2020	annually	79%	80%	2.4	17%
Staff retention	% of staff retained from previous year	Exec Dir of Operations and Finance	3: >=90%	9/30/2019	annually	93%	92%	3	17%
			2: 75%-89%						
			1: <75%						
Department retention*	staff retention by department	Exec Dir of Operations and Finance	3: all departments >= 90% retention 2: one or more department 1: one or more department	9/30/2019	annually	two depts: 81%, 87%	one dept: 82%	2	17%

\*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

# Differentiated Learning Environment

Overall Rating: ● 2.67

Goals:

- Ensure that curriculum and programs provide differentiated learning opportunities for gifted learners
- Ensure the admissions policy aligns with Stargate's mission and provides equitable access

Key Performance Indicator	Measure	Owner/Source	Threshold	as of date	update frequency	Previous score	Current Score	Rating	Weight
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	3/31/2020	annually	92%	89%	2.66	5%
Curriculum transition	parent response to: "The transition for this student between levels or grades was well-coordinated and positively reinforcing"	School Accountability Committee/ parent survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2020	annually	71%	89%	2.67	5%
Student Achievement - Elementary	CDE indicator rating for Academic Achievement	CDE via schoolview.org	3: >=90 2: 80-89 1: <80	12/31/2019	annually	100	98.4	3	15%
Student Growth - Elementary (CMAS)	CDE indicator rating for Academic Growth	CDE via schoolview.org	3: >=80 2: 70-79 1: <70	12/31/2019	annually	90	88.8	3	15%
Student Achievement - Middle school	CDE indicator rating for Academic Achievement	CDE via schoolview.org	3: >=90 2: 80-89 1: <80	12/31/2019	annually	100	96.8	3	15%
Student Growth - Middle school (CMAS)	CDE indicator rating for Academic Growth	CDE via schoolview.org	3: >=80 2: 70-79 1: <70	12/31/2019	annually	77.5	52.5	1	15%

# Differentiated Learning Environment

Overall Rating: ● 2.67

Goals:

- Ensure that curriculum and programs provide differentiated learning opportunities for gifted learners
- Ensure the admissions policy aligns with Stargate's mission and provides equitable access

Key Performance Indicator	Measure	Owner/Source	Threshold	as of date	update frequency	Previous score	Current Score	Rating	Weight
PSAT performance (9th grade)	average student scores on PSAT	Secondary Principal	3: at or above top quartile in state of CO ( $\geq 1026$ )	9/30/2019	annually	1092	1099	3	7.5%
			2: between mean and top quartile (906-1025)						
			1: below mean ( $< 906$ )						
PSAT performance (10th grade)	average student scores on PSAT	Secondary Principal	3: at or above top quartile in state of CO ( $\geq 1062$ )	9/30/2019	annually	1141	1158	3	7.5%
			2: between mean and top quartile (938-1061)						
			1: below mean ( $< 938$ )						
SAT performance (11th grade)	average student scores on SAT	Secondary Principal	3: at or above top quartile in state of CO ( $\geq 1138$ )	9/30/2019	annually	1258	1228	3	7.5%
			2: between mean and top quartile (1001-1137)						
			1: below mean ( $< 1001$ )						
Advanced Placement performance	average student scores on AP exams	Secondary Principal	3: $\geq 3$	9/30/2019	annually	3.40	3.51	3	7.5%
			2: 2.5-3						
			1: $< 2.5$						

# Engaged Community

Overall Rating:  2.16

Goals:

- Build a respectful Stargate community of parents, students and staff who will be actively engaged in promoting the success of the school
- Positively position Stargate in the greater community

Key Performance Indicator	Measure	Owner/Source	Threshold	as of date	update frequency	Previous score	Current Score	Rating	Weight
Fundraising	% of households contributing to annual campaign	Exec Dir of Operations and Finance	3: >=40%	6/30/2019	annually	15%	5%	1	12.5%
			2: 20%-39%						
			1: <20%						
Community Relations funding	% of registrants who paid the optional CRC fee	Exec Dir of Operations and Finance	3: >= 80%	9/30/2019	annually	82%	90%	3	12.5%
			2: 65%-79%						
			1: <65%						
Election participation	% of eligible voting members who cast their vote in fall and spring elections	Election Committee	3: >=40%	3/31/2020	semi-annually	20.4% Spring '19	18.9% Spring '20	1	12.5%
			2: 20%-39%						
			1: <20%						
Parent survey participation	ratio of responses to total student population	School Accountability Committee	3: >=50%	3/31/2020	annually	30%	36%	2	12.5%
			2: 35%-49%						
			1: <35%						
Staff survey participation	% of staff completing survey	School Accountability Committee	3: >=75%	3/31/2020	annually	65%	66%	2	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	3/31/2020	annually	80%	91%	2.72	12.5%



# Engaged Community

Overall Rating:  2.16

Goals:

- Build a respectful Stargate community of parents, students and staff who will be actively engaged in promoting the success of the school
- Positively position Stargate in the greater community

Key Performance Indicator	Measure	Owner/Source	Threshold	as of date	update frequency	Previous score	Current 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	3/31/2020	annually	81%	84%	2.53	12.5%
Participation in community events*	average number of community members participating in major events* over trailing 12 months	Community Relations Committee	3: >=400	3/31/2020	quarterly	558	558	3	12.5%
			2: 200-399						
			1:<200						

\*Major events include Harry Potter night, Dodgeball Tournament, and Chili Cook-off/Bingo night

# Unified Improvement Plan Key Performance Indicators

Overall Rating: ● 2.83

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

Key Performance Indicator	Measure	Owner/Source	Threshold	as of date	update frequency	Previous score	Current Score	Rating	Weight
Staff understanding/ implementation of UIP	% of certified staff responding "strongly agree" or "agree" to survey question addressing UIP	School Accountability Committee/ staff survey	3: >= 75%	3/31/2020	annually	67%	57%	2	17%
			2: 50%-74%						
			1: <50%						
Social Emotional Satisfaction	% of staff and parents who agree/strongly agree with survey question: "The social/emotional curriculum and programs meet the needs of students"	School Accountability Committee/ staff and parent surveys	3: >=75%	3/31/2020	annually	75%	76%	3	17%
			2: 50%-74%						
			1: <50%						
ELL and Gradual Release Model goals	% of teachers who have a professional goal focused on an ELL strategy or an element of the Gradual Release Model	Principals	3: >=97%	12/31/2019	annually	new	100%	3	17%
			2: 95%-96%						
			1: <95%						
ELL instruction implementation	% of teachers who have implemented the intentional use of ELL strategies during instruction	Principals	3: >=95%	12/31/2019	semi-annually	new	100%	3	17%
			2: 90%-94%						
			1: <90%						
Teacher growth plans	% of teachers who have individual growth plans in place	Principals	3: 100%	12/31/2019	annually	new	100%	3	17%
			2: 95-99%						
			1: <95%						
Teacher observation walkthroughs	% of school session weeks that walkthroughs are completed by administration	Principals	3: >=90%	3/31/2020	quarterly	86%	90%	3	17%
			2: 80%-90%						
			1: <80%						