



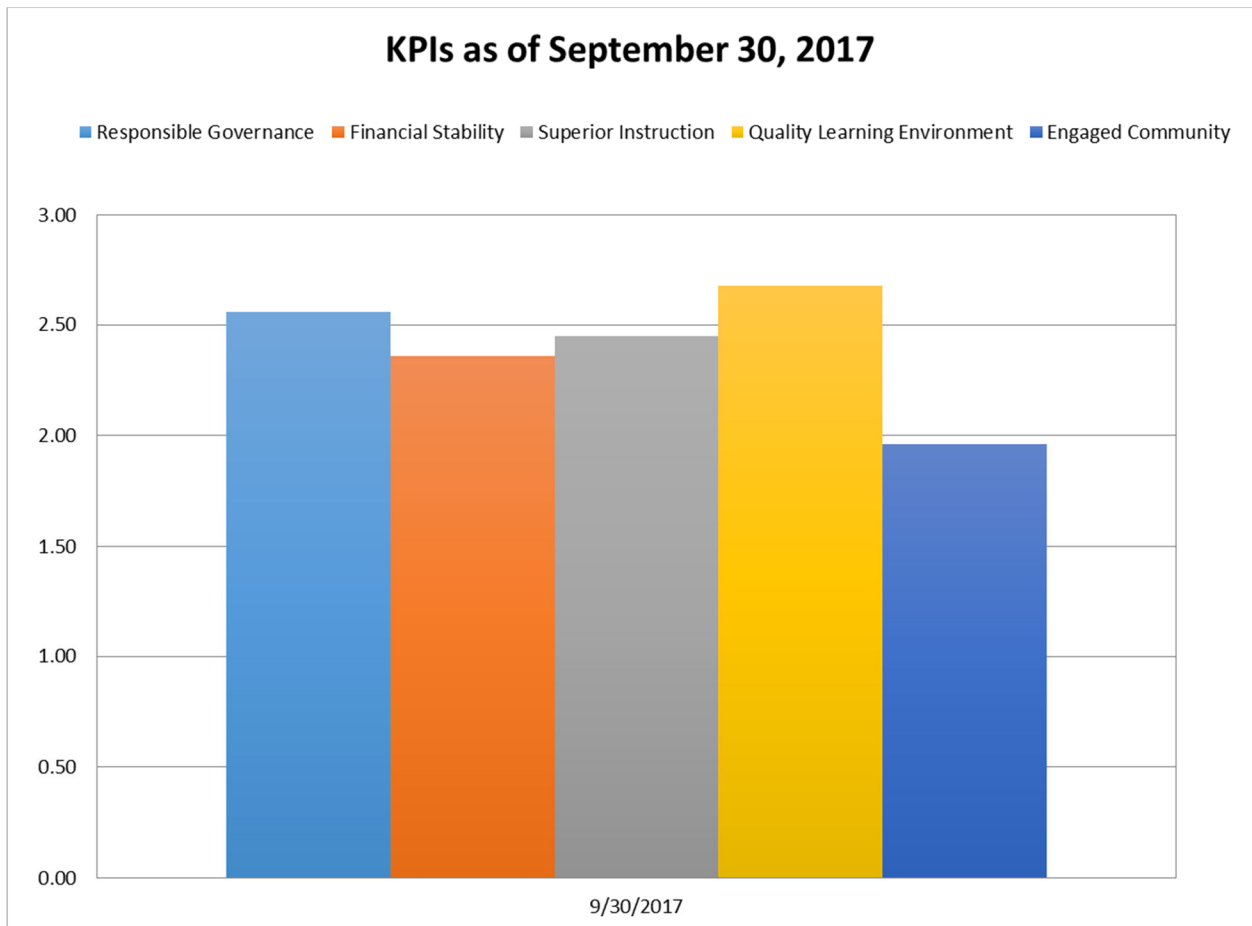
Key Performance Indicators

As of September 30, 2017

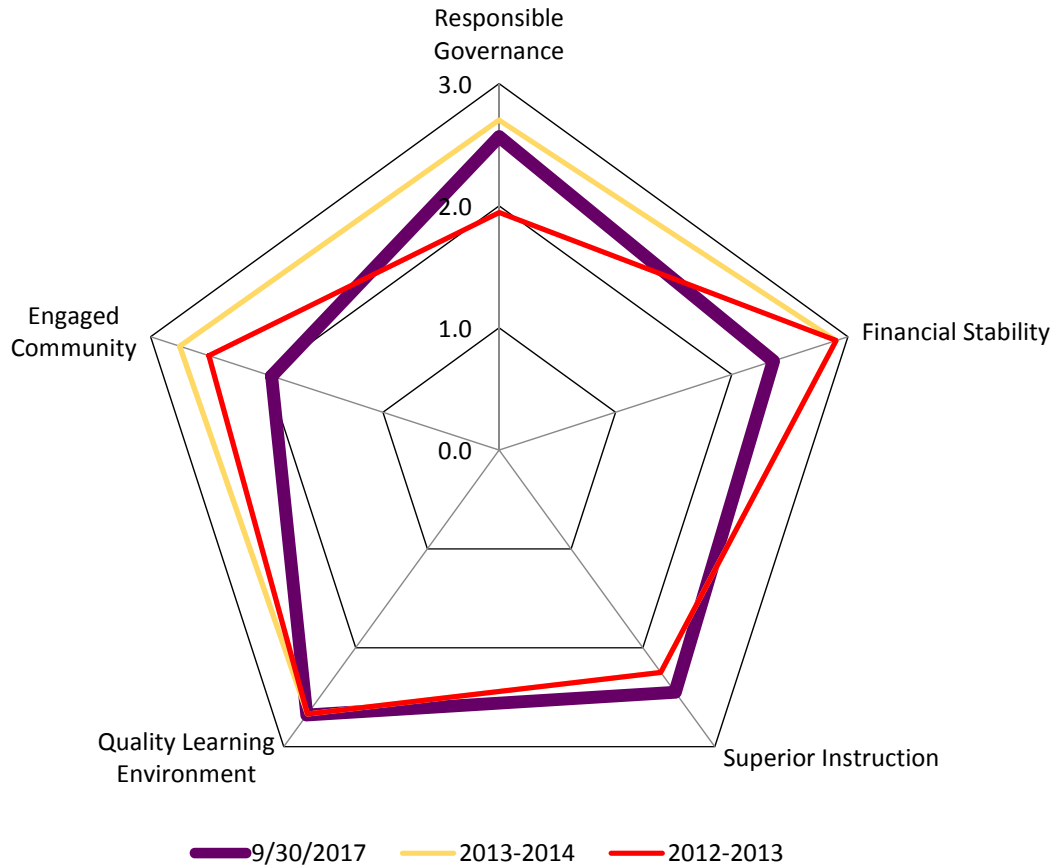
Key performance indicators (KPIs) are measurable values that demonstrate how the school is performing. These values are represented in five categories that align with the Governance Board's Strategic Plan. Defined goals and measures that are outlined in the school's Unified Improvement Plan are also 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 will 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.



Historical KPIs



| Date | Responsible Governance | Financial Stability | Superior Instruction | Quality Learning Environment | Engaged Community |
|-----------|------------------------|---------------------|----------------------|------------------------------|-------------------|
| 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: ● 2.56

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 | 3/31/2017 | annually | 3.2 | 2.41 | 30% |
| Governance Board evaluation | cumulative score | School Accountability Committee | Score converted to scale of 3 | 3/31/2017 | annually | 3.7 | 2.80 | 30% |
| 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 | 3/31/2017 | annually | 91% | 2.74 | 30% |
| Recommendations consideration | recommendations addressed, completed, and/or in progress, individually and subjectively scored by SAC | Governance Board, School Accountability Committee | average score | 9/30/2017 | quarterly | 1.8 | 1.8 | 10% |

Financial Stability

Overall Rating:  2.36

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 > 100% of budget; expenses < 100% of budget | 9/30/2017 | quarterly | rev=97% exp=82% | 3 | 16% |
| | | | 2: 1%-5% deviation from targets | | | | | |
| | | | 1: >5% deviation from target | | | | | |
| Financial Reserves | reserve >= 20% of budgeted operating expenses, excluding rental payments | Finance Committee | 3: >=20% | 9/30/2017 | quarterly | 26% | 3 | 16% |
| | | | 2: 15%-19% | | | | | |
| | | | 1: <15% | | | | | |
| Debt Service Coverage Ratio | current ratio >=1.00 | Finance Committee | 3: >=1.00 | 9/30/2017 | quarterly | 1.25 | 3 | 16% |
| | | | 2: .90 - .99 | | | | | |
| | | | 1: <.90 | | | | | |
| Revenue Distribution | annual %s consistent with defined targets: (a)salaries and benefits >=60% revenue; (b)debt service <=25% revenue; (c)other expenses <=15% revenue; (d)surplus <=5% revenue | Finance Committee | 3: targets met | 9/30/2017 | quarterly | a=44% b=26% c=18% d=13% | 1* | 16% |
| | | | 2: 1%-5% deviation from target | | | | | |
| | | | 1: >5% deviation from target | | | | | |
| Teacher Compensation | average salary comparison to corresponding Adams 12 salary level | Executive Director | 3: above district average | 6/30/2017 | annually | below average | 1 | 16% |
| | | | 2: at district average | | | | | |
| | | | 1: below district average | | | | | |
| Quarterly monitoring report of expenses vs forecast with call outs | reported to the Governance Board once each quarter | Finance Committee | 3: completed | 9/30/2017 | quarterly | complete | 3 | 10% |
| | | | 2: partially completed | | | | | |
| | | | 1: not completed | | | | | |
| Quarterly monitoring of fundraising dollars raised and allocated | reported to the Governance Board once each quarter | Chief Financial Officer | 3: completed | 9/30/2017 | quarterly | complete | 3 | 10% |
| | | | 2: partially completed | | | | | |
| | | | 1: not completed | | | | | |

* Variances are due to timing of revenue and expenses. We expect all KPIs to be in-line with their targets or the Board budget-approved amount by 6/30/2018.


Superior Instruction

Overall Rating:  2.45

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% | 9/30/2017 | semi-annually | 78% | 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: >=80 | 12/31/2016 | annually | 100 | 3 | 15% |
| | | | 2: 70-79 | | | | | |
| | | | 1: <70 | | | | | |
| Student Growth | state standardized tests | CDE via schoolview.org | 3: >=80 | 12/31/2016 | annually | 76.9 | 2 | 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:  2.68

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 | 3/31/2017 | annually | 97% | 2.90 | 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 | 3/31/2017 | 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 | 3/31/2017 | 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 | 3/31/2017 | annually | 91% | 2.74 | 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:  1.96

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% | 3/31/2017 | annually | 41% | 2 | 12.5% |
| | | | 2: 35%-49% | | | | | |
| | | | 1: <35% | | | | | |
| Staff survey participation | % of staff completing survey | School Accountability Committee | 3: >=75% | 3/31/2017 | annually | 51% | 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 | 3/31/2017 | annually | 75% | 2.25 | 12.5% |

Engaged Community

Overall Rating:  1.96

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 | 3/31/2017 | annually | 81% | 2.43 | 12.5% |
| Participation in community events | average number of community members participating | Community Relations Committee | 3: >400 2: 200-399 1: <200 | 9/30/2017 | quarterly | 300 | 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: ◆ 0.00

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% | 9/30/2017 | annually | 64.8% | | 9.5% |
| | | | 2: 50%-64% | | | | | |
| | | | 1: <50% | | | | | |
| ELA Growth | average median growth percentile for students in grades 6-8 | CDE | 3: >=60% | 9/30/2017 | annually | 30% | | 9.5% |
| | | | 2: 40%-59% | | | | | |
| | | | 1: <40% | | | | | |
| 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 | | | 9% |
| | | | 2: 0%-10% | | | | | |
| | | | 1: <0% | | | | | |
| Adroit Expo participation | percentage of students participating | Executive Director | 3: >=90% | 6/30/2018 | annually | | | 9% |
| | | | 2: 70%-90% | | | | | |
| | | | 1: <70% | | | | | |
| Design Thinking training | staff participation in Professional Development targeted training | Executive Director | 3: >=90% | 12/31/2017 | | | | 9% |
| | | | 2: 70%-90% | | | | | |
| | | | 1: <70% | | | | | |
| Design Thinking curriculum | % of teachers implementing one design thinking unit in curriculum | Executive Director | 3: >=75% | 12/31/2017 | quarterly | | | 9% |
| | | | 2: 50%-74% | | | | | |
| | | | 1: <50% | | | | | |

Unified Improvement Plan Key Performance Indicators*

Overall Rating: ◆ 0.00

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 |
|--|---|--|------------|------------|------------------|-------|--------|--------|
| Step Up to Writing | percentage of literacy teachers fully implementing writing curriculum | Executive Director | 3: >=90% | 12/31/2017 | quarterly | | | 9% |
| | | | 2: 80%-90% | | | | | |
| | | | 1: <80% | | | | | |
| PEP strategy implementation (secondary) | percentage of teachers implementing strategy in curriculum | Executive Director | 3: >=90% | 12/31/2017 | quarterly | | | 9% |
| | | | 2: 80%-90% | | | | | |
| | | | 1: <80% | | | | | |
| RACES strategy implementation (elementary) | percentage of teachers implementing strategy in curriculum | Executive Director | 3: >=90% | 12/31/2017 | quarterly | | | 9% |
| | | | 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 | | | 9% |
| | | | 2: 65%-79% | | | | | |
| | | | 1: <65% | | | | | |
| Staff understanding/ implementation of UIP | percentage of staff responding "strongly agree" or "agree" to survey question addressing UIP | School Accountability Committee/staff survey | 3: > 70% | 3/31/2018 | annually | | | 9% |
| | | | 2: 50%-74% | | | | | |
| | | | 1: <50% | | | | | |

*Data pertaining to the goals specified in the UIP submitted in December of 2017 will be collected in coming months. A score will be generated as this data becomes available.