



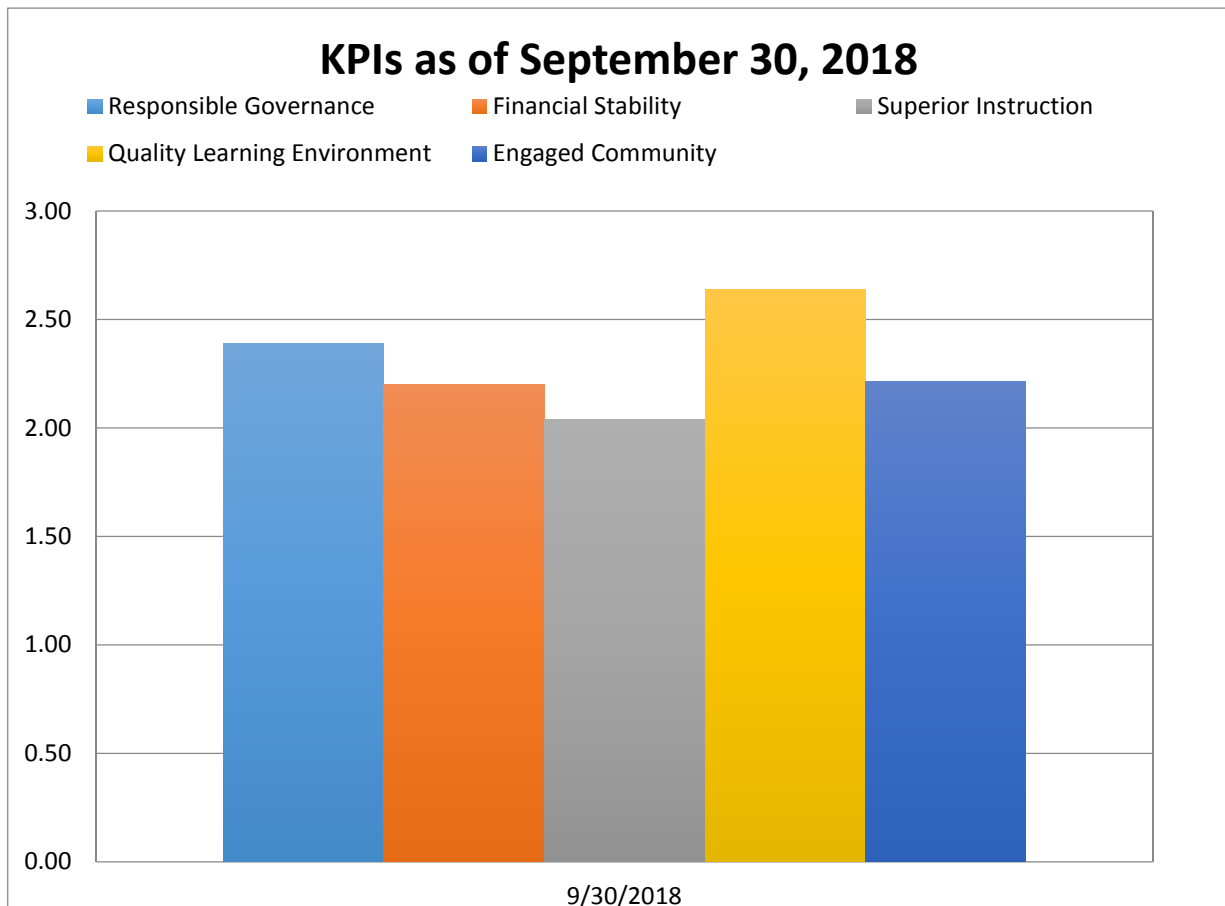
Key Performance Indicators

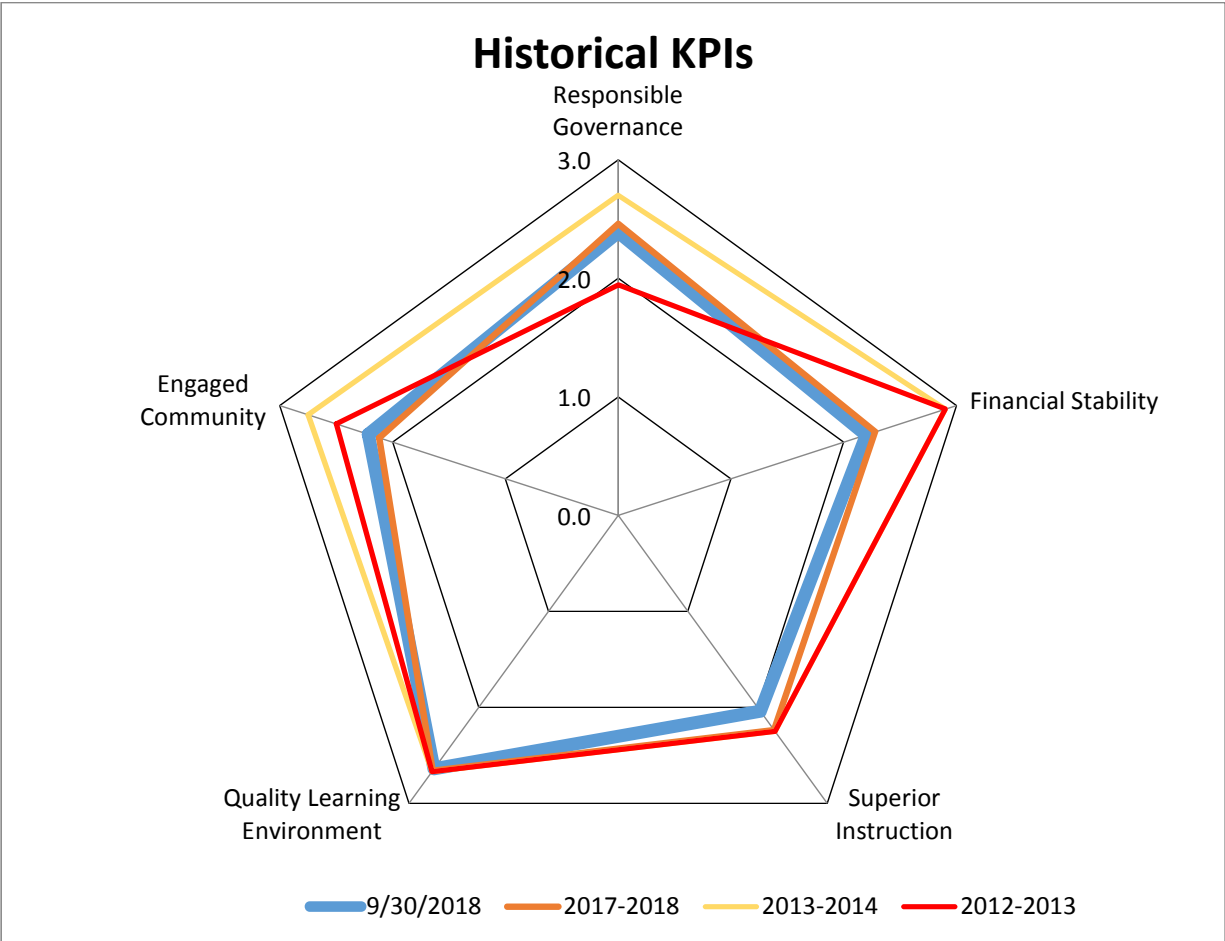
As of September 30, 2018

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
9/30/2018	▲ 2.39	▲ 2.20	▲ 2.04	● 2.64	▲ 2.22
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 Governance

Overall Rating:  2.39

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	9/30/2018	quarterly	2.30	2.30	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	Finance Committee	3: revenues >= 100% of budget; expenses <= 100% of budget 2: 1%-5% deviation from targets 1: >5% deviation from target	9/30/2018	quarterly	rev=24.25% exp=26.74%	2	20%
Financial Reserves	reserve >= 20% of budgeted operating expenses, excluding rental payments	Finance Committee	3: >=20% 2: 15%-19% 1: <15%	9/30/2018	quarterly	20%	3	20%
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 2: 1%-5% deviation from target 1: >5% deviation from target	9/30/2018	quarterly	a=70% b=15% c=21% d=-6%	2	20%
Teacher Compensation	average salary comparison to corresponding Adams 12 salary level	Director of Operations and Finance	3: above district average 2: at district average 1: below district average	6/30/2018	annually	below average	1	20%
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	9/30/2018	quarterly	complete	3	10%
Quarterly monitoring of fundraising dollars raised and allocated	reported to the Governance Board once each quarter	Director of Operations and Finance	3: completed 2: partially completed 1: not completed	9/30/2018	quarterly	complete	3	10%

Timing issues with both revenues and expenses always skew the KPIs in the first quarter. Many expenses are front loaded for the year including insurance expenses, supplies expenses and annual software and maintenance contracts. We also include our anticipated payroll and benefit accruals in this calculation to get a true quarter by quarter calculation. Unrecognized revenues not included in these calculations are mill levy override revenues, state and federal grant revenues, and some kindergarten tuition. In addition, Stargate will make only 11 rent payments this year beginning in August. There was no rent payment expense recorded in July.

Superior Instruction

Overall Rating:  2.04

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	Principals	3: >=95%	6/30/2018	annually	90%	2	16%
			2: 90%-94%					
			1: <90%					
Teacher Gifted Endorsements	% achieved or in progress	HR Manager	3: >=90%	9/30/2018	semi-annually	66%	1	16%
			2: 75-89%					
			1: <75%					
CDE Highly Qualified Certification	% of teachers with CDE endorsements in primary content area	Principals	3: >=95%	6/30/2018	annually	94%	2	16%
			2: 90%-94%					
			1: <90%					
Student Achievement	state standardized tests	CDE via schoolview.org	3: >=90	12/31/2017	annually	100	3	16%
			2: 80-89					
			1: <80					
Student Growth	state standardized tests	CDE via schoolview.org	3: >=80	12/31/2017	annually	59.4	1	16%
			2: 70-79					
			1: <70					
Advanced Placement performance	average student scores on AP exams	Secondary Principal	3: >=3	9/30/2018	annually	3.40	3	10%
			2: 2.5-3					
			1: <2.5					

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	Director of Operations and Finance	3: >=90% 2: 75%-89% 1: <75%	9/30/2018	annually	93%	3	20%
Department retention*	staff retention by department	Director of Operations and Finance	3: all departments >= 90% retention 2: one or more departments 75-89% 1: one or more departments <75%	9/30/2018	annually	two departments: 81% & 87%	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:  2.22

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	Director of Operations and Finance	3: >=40%	6/30/2018	annually	15%	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%	9/30/2018	semi-annually	17%	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:  2.22

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	9/30/2018	quarterly	550	3	12.5%
Community Relations funding	% of registrants who paid the optional CRC fee	Director of Operations and Finance	3: > 80% 2: 65%-79% 1: <65%	9/30/2018	annually	82%	3	12.5%

Unified Improvement Plan Key Performance Indicators

Overall Rating:  2.31

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	15%
			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	15%
			2: 40%-59%					
			1: <40%					
Staff understanding/implentation 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	8%
			2: 50%-74%					
			1: <50%					
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	8%
			2: 0%-10%					
			1: <0%					
Design Thinking training	staff participation in Professional Development targeted training	Principals	3: >=90%	9/30/2018	quarterly	100%	3	8%
			2: 70%-90%					
			1: <70%					
Design Thinking curriculum	% of teachers implementing one design thinking unit in curriculum	Principals	3: >=75%	6/30/2018	annually	82%	3	8%
			2: 50%-74%					
			1: <50%					

Unified Improvement Plan Key Performance Indicators

Overall Rating:  2.31

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	Elementary Principal	3: >=90%	6/30/2018	annually	80%	2	8%
			2: 80%-90%					
			1: <80%					
PEP strategy implementation (secondary)	percentage of teachers implementing strategy in curriculum	Secondary Principal	3: >=90%	6/30/2018	annually	92%	3	8%
			2: 80%-90%					
			1: <80%					
RACES strategy implementation (elementary)	percentage of teachers implementing strategy in curriculum	Elementary Principal	3: >=90%	6/30/2018	annually	100%	3	8%
			2: 80%-90%					
			1: <80%					
Adroit Expo participation	percentage of students participating	Principals	3: >=90%	6/30/2018	annually	98%	3	7%
			2: 70%-90%					
			1: <70%					
Adroit learning experience	percentage of students demonstrating positive learning experience in reflection journal entries	Principals	3: > 80%	6/30/2018	annually	NA*	3	7%
			2: 65%-79%					
			1: <65%					