

**2019-2020 CUSD Journey 2025 Metrics**  
**District Achievement Goals\*\***  
 Approved September 25, 2019

	4	3	2	1
<b>1. Equity in student perception, achievement and access.</b>				
a. At least 80% of students agree or strongly agree with their site having positive climate and dispositions.	Rubric Score is greater than 3.0	2.4 – 3.00	1.6 – 2.39	0 – 1.59
b. School discipline policy events per capita will be below 0.10 events per student.	Rubric Score is greater than 3.0	2.4 – 3.00	1.6 – 2.39	0 – 1.59
c. Enrollment rates in advanced programs are at least 25.5%.	Rubric Score is greater than 3.0	2.4 – 3.00	1.6 – 2.39	0 – 1.59
d. Overall AzM2 proficiency is at least 60%.	Rubric Score is greater than 3.0	2.4 – 3.00	1.6 – 2.39	0 – 1.59
e. At least 40% of students are college ready on three of the four ACT exams.	Rubric Score is greater than 3.0	2.4 – 3.00	1.6 – 2.39	0 – 1.59
f. Graduation rates by category are at least 93%.	Rubric Score is greater than 3.0	2.4 – 3.00	1.6 – 2.39	0 – 1.59
<b>2. Grade level proficiency.</b>				
a. Students at all grade levels will exceed state AzM2 scores in ELA and mathematics.	CUSD will exceed state proficiency percentages at all grade levels in ELA and mathematics and will exceed the state by 15 percentage points in at least 75% of subject areas.	CUSD will exceed state proficiency percentages at all grade levels in ELA and mathematics and will exceed the state by 15 percentage points in at least 50% of subject areas.	CUSD will exceed state proficiency percentage in all of the areas.	CUSD will exceed state proficiency percentage in at least 75% of the areas.
b. Students at the K-6 grade level will show growth between beginning of the year pre-assessment and end of the year post-assessment in ATI.	At least 90% of CUSD elementary sites will have 75% of their students demonstrate expected growth maintained or exceeded in mathematics, ELA and science.	At least 75% of CUSD elementary sites will have 75% of their students demonstrate expected growth maintained or exceeded in mathematics, ELA and science.	At least 75% of CUSD elementary sites will have 60% of their students demonstrate expected growth maintained or exceeded in mathematics, ELA and science.	At least 60% of CUSD elementary sites will have 60% of their students demonstrate expected growth maintained or exceeded in mathematics, ELA and science.

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<b>3. Students in 3<sup>rd</sup> grade reading at grade level.</b>				
a. The percent of 3 <sup>rd</sup> grade students performing at grade level will increase in ELA. ( <i>Defined by proficient and highly proficient on AzM2 ELA</i> ) ARS 15-701.2	At least 62% of 3 <sup>rd</sup> grade students are proficient and highly proficient on AzM2 ELA.	58% - 61.9%	54% - 57.9%	50% - 53.9%
b. Students in the 3 <sup>rd</sup> grade will demonstrate expected growth maintained or exceeded on the 3 <sup>rd</sup> grade ATI post assessment for ELA.	At least 90% of CUSD elementary sites will have 75% of their students demonstrate expected growth maintained or exceeded in 3 <sup>rd</sup> grade ELA.	At least 75% of CUSD elementary sites will have 75% of their students demonstrate expected growth maintained or exceeded in 3 <sup>rd</sup> grade ELA.	At least 75% of CUSD elementary sites will have 60% of their students demonstrate expected growth maintained or exceeded in 3 <sup>rd</sup> grade ELA.	At least 60% of CUSD elementary sites will have 60% of their students demonstrate expected growth maintained or exceeded in 3 <sup>rd</sup> grade ELA.
<b>4. Indicators for career/college readiness.</b> (Scores for 4a through 4m will be averaged for one overall score for goal 4.)				
a. Scholarship Dollars  <b>recommend removal for SY2020 due to COVID-19</b>	In excess of \$145 million scholarship dollars earned by graduating seniors	\$135M - \$144.9M	\$125M – \$134.9M	\$115M - \$124.9M
b. Service Learning Hours  <b>recommend removal for SY2020 due to COVID-19</b>	CUSD secondary students will accumulate, on average, at least 5.5 hours of service learning hours per student.	5.0 – 5.49 hours on average	4.5 – 4.99 hours on average	4.0 – 4.49 hours on average
c. National Merit Scholars, Flinn Scholars	Number of qualifying National Merit Semifinalists and Flinn Scholars will be at least 40.	35 – 39	30 - 34	25 - 29
d. Advanced Placement Tests	Number of AP Tests will be at least 7,413 exams.	7,096 – 7,412	6,779 – 7,095	6,462 – 6,778
e. Advanced Placement Scores	The percent of passing AP scores (3,4,5) will be at least 68%.	64% - 67.9%	61% - 63.9%	58% - 60.9%

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f. ACT ASPIRE All 7 <sup>th</sup> Grade Students	The percentage of 7 <sup>th</sup> grade students that are on track for college readiness in STEM or ELA as measured by the ACT Aspire increases to 58.5%.	53.9% - 58.4%	49.3% - 53.8%	44.9% - 49.2%
g. ACT – Mathematics District Choice State Testing ALL 11 <sup>th</sup> Grade	The percent of students meeting the Career and College Readiness Benchmark in mathematics (22) will be higher than all states testing at least 85% of their population.	The percent of students meeting the Career and College Readiness Benchmark in mathematics (22) will be in the top 3 in comparison to states testing at least 85% of their population.	The percent of students meeting the Career and College Readiness Benchmark in mathematics (22) will be in the top 5 in comparison to states testing at least 85% of their population.	The percent of students meeting the Career and College Readiness Benchmark in mathematics (22) will be in the top 7 in comparison to states testing at least 85% of their population.
h. ACT – English District Choice State Testing ALL 11 <sup>th</sup> Grade	The percent of students meeting the Career and College Readiness Benchmark in English (18) will be higher than all states testing at least 85% of their population.	The percent of students meeting the Career and College Readiness Benchmark in English (18) will be in the top 3 in comparison to states testing at least 85% of their population.	The percent of students meeting the Career and College Readiness Benchmark in English (18) will be in the top 5 in comparison to states testing at least 85% of their population.	The percent of students meeting the Career and College Readiness Benchmark in English (18) will be in the top 7 in comparison to states testing at least 85% of their population.
i. ACT – Reading District Choice State Testing ALL 11 <sup>th</sup> Grade	The percent of students meeting the Career and College Readiness Benchmark in reading (22) will be higher than all states testing at least 85% of their population.	The percent of students meeting the Career and College Readiness Benchmark in reading (22) will be in the top 3 in comparison to states testing at least 85% of their population.	The percent of students meeting the Career and College Readiness Benchmark in reading (22) will be in the top 5 in comparison to states testing at least 85% of their population.	The percent of students meeting the Career and College Readiness Benchmark in reading (22) will be in the top 7 in comparison to states testing at least 85% of their population.

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j. ACT – Science District Choice State Testing ALL 11 <sup>th</sup> Grade	The percent of students meeting the Career and College Readiness Benchmark in science (23) will be higher than all states testing at least 85% of their population.	The percent of students meeting the Career and College Readiness Benchmark in science (23) will be in the top 3 in comparison to states testing at least 85% of their population.	The percent of students meeting the Career and College Readiness Benchmark in science (23) will be in the top 5 in comparison to states testing at least 85% of their population.	The percent of students meeting the Career and College Readiness Benchmark in science (23) will be in the top 7 in comparison to states testing at least 85% of their population.
k. International Baccalaureate	The number of IB exams will be at least 275 or the average grade on IB exams amongst diploma candidates will meet or exceed 4.50	The number of IB exams will be at least 250 or the average grade on IB exams amongst diploma candidates will meet or exceed 4.25	The number of IB exams will be at least 225 or the average grade on IB exams amongst diploma candidates will meet or exceed 4.00	The number of IB exams will be at least 200 or the average grade on IB exams amongst diploma candidates will meet or exceed 3.75
l. Dual Credit Hours	The number of dual credit hours accrued by CUSD students will exceed 22,000 hours.	20,500 – 21,999	19,000 – 20,499	17,500 – 18,999
m. CUSD Pipeline Data for Community Colleges (MCCCD) and ADE Connect for Arizona State University, Northern Arizona University and University of Arizona	At least 72% of classes taken, in mathematics and English, by CUSD graduates during their freshmen year in college at MCCCD or the three state universities will be credit bearing and at college level for the most recent cohort.	68% - 71.9%	64% - 67.9%	60% - 63.9%
<b>Data unavailable- unable to score</b>				

	4	3	2	1
n. CUSD Pipeline Data for Community Colleges A.R.S. Title 15-1822	CUSD students will have a first year completion rate in community college that exceeds the statewide completion rate by at least 4.2%.	2.8% - 4.19%	1.4% - 2.79%	0% - 1.39%
o. Career and Technical Education (CTE) <i>(Placements are defined by a student that was in the program for two or more years that continued to post-high school education, a military career or was employed in the field in which they concentrated while in CTE program during high school.)</i>	The percent of post-high school placements out of the senior concentrators will be above 80%.	70% - 79.9%	60% - 69.9%	50% - 59.9%
<b>5. Student dropout rate is below 1.5%</b>				
a. Dropout Rate	Dropout rate at or below 1.5%	1.6% - 2.0%	2.1% - 2.5%	2.6% - 3.0%
b. Chronic Absences	Less than 8% of the CUSD student population is chronically absent.	8.01% - 9.2%	9.21% - 10.4%	10.41% - 13.8%
<b>6. Graduation rate is above 93%</b>				
a. Graduation Rate	The 4 year graduation rate will be at least 93.0%	91.5% - 92.9%	90.0% - 91.4%	88.5% - 89.9%
b. The percentage of 9 <sup>th</sup> grade students who attain 5.5 credits during their first year of enrollment in high school will increase.	At least 92% of 9 <sup>th</sup> grade students will attain 5.5 credits during their first year of enrollment in high school.	90% - 91.9%	88% - 89.9%	86% - 87.9%
<b>7. Market Share</b>				
	The student charter school mobility rate within CUSD will not exceed 2%.	2.01% - 3%	3.01% - 4%	4.01% - 5%

	4	3	2	1
<b>8. Employer of Choice</b>				
a. CUSD will be an employer of choice as measured by employee likelihood to recommend. ( <i>Question off Employee Survey</i> )	The rating will exceed 80%.	75% - 79.9%	70% - 74.9%	65% - 69.9%
b. CUSD will be an employer of choice as measured by certified employee retention rate.	The retention rate will be at least at 90%.	85% - 89.9%	80% - 84.9%	75% - 79.9%
c. CUSD will be an employer of choice as measured by the percentage of employees that strongly agree or agree with the statement, "I am proud to work in CUSD." ( <i>Question off Employee Survey</i> )	The percent of employees that strongly agree or agree with this statement will be at least 90%.	85% - 89.9%	80% - 84.9%	75% - 79.9%
<b>9. District of Choice</b>				
a. CUSD will be a district of choice as measured by letter grade assigned by parent. ( <i>Question 16: What grade would you give your youngest child's school?</i> )	At least 90% of responders rate their youngest child's school as an A or B.	85% - 89.9%	80% - 84.9%	75% - 79.9%
<b>10. Percentage of Dollars Spent in Classroom</b>				
	In top 10% of all districts	Top 15%	Top 20%	Top 25%
<b>11. Outside contributions</b>				
	Meet or exceed 2.5% of the general budget limit. (\$7,236,567)	1.5% - 2.49% (\$4,341,941)	1.0% - 1.49% (\$2,894,627)	0.5% - 0.99% (\$1,447,314)
<b>12. Communication with community</b>				
	At least 85% of responders will rate CUSD as an A or B with respect to communication.	80% - 84.9%	75% - 79.9%	70% - 74.9%

\*\*The Chandler Unified District Governing Board reserves the right to include bonus points in the case of extraordinary or unexpected events that may occur during a given fiscal year. This includes the ability to account for the margin of error in survey questions administered to the public and employees through WestGroup Research.

# EQUITY RUBRIC

Calculated for Each Subgroup for Board Metric 1

: Exceeds Expectation (4)    
  : Meets Expectation (3)

: Approaches Expectation (2)    
  : Below Expectation (1)

	Female	Male	Economical Disadvantaged	English Language Learners	Exceptional Student Services	African-American or Black	American Indian or Alaskan Native	Asian or Pacific Islander	Caucasian or White	Hispanic or Latino	Multi-Racial	Equity Rubric Score
a. At least 80% of students in this category respond that they agree or strongly agree to these concepts on a perception survey.	Blue	Blue	Green	Green	Green	Green	Blue	Blue	Blue	Blue	Blue	Blue
b. School discipline policy events are below 0.10 events per student enrolled.	Blue	Green	Green	Blue	Green	Green	Blue	Blue	Blue	Green	Green	Blue
c. Students will have an enrollment rate in gifted and talented, AP/IB and Honors classes of at least 25.5%.	Blue	Blue	Yellow	Red	Red	Blue	Green	Blue	Blue	Green	Blue	Blue
d. Students will have a proficiency rate on AzM2 of at least 60%.	Blue	Blue	Yellow	Red	Red	Green	Yellow	Blue	Blue	Green	Blue	Green
e. Students will have a college readiness rate on ACT of at least 40%.	Blue	Blue	Red	Red	Red	Red	Red	Blue	Blue	Yellow	Green	Yellow
f. Students will have a graduation rate on ACT of at least 93.0%.	Blue	Yellow	Red	Red	Red	Yellow	Red	Blue	Blue	Red	Green	Yellow

# Subcategory Scores and Averages

## 1. Equity Rubric

Goal	Sub	Summary of Goal	Subcategory	Points
	1a	Perception of School Climate	4	
	1b	School Discipline Policy	4	
	1c	Access to Advanced Programming	4	
	1d	AzM2 Proficiency	3	
	1e	ACT College Readiness	2	
	1f	Graduation Rates	2	
1		<b>Total Score Goal 1: Equity</b>	Avg. 1a – 1f	<b>3.17</b>

## 2. Grade Level Proficiency

Goal	Sub	Summary of Goal	Subcategory	Points
	2a	AzM2 Compared to State	2	
	2b	ATI Expected Growth	4	
2		<b>Total Score Goal 2: Grade Level Proficiency</b>	Avg. 2a – 2b	<b>3.00</b>

## 3. 3<sup>rd</sup> Grade ELA

Goal	Sub	Summary of Goal	Subcategory	Points
	3a	3 <sup>rd</sup> Grade ELA AzM2	3	
	3b	3 <sup>rd</sup> Grade ELA ATI Expected Growth	4	
3		<b>Total Score Goal 3: 3<sup>rd</sup> Grade ELA</b>	Avg. 3a – 3b	<b>3.50</b>

## 4. College and Career Readiness

Goal	Sub	Summary of Goal	Subcategory	Points
	4a	Scholarship Dollars	4	
	4b	Service Learning Hours	1	
	4c	National Merit/Flinn Qualifiers	3	
	4d	AP Tests Taken	4	
	4e	AP Passing Scores	4	
	4f	ACT Aspire Scores	4	
	4g	ACT DCST College Ready – Mathematics	4	
	4h	ACT DCST College Ready – English	4	
	4i	ACT DCST College Ready – Reading	3	
	4j	ACT DCST College Ready – Science	3	
	4k	IB Tests and Scores	4	
	4l	Dual Credit Hours Taken	3	
	4m	Freshmen Courses (English and Math)	Not scored	
	4n	Community College Pipeline Data	1*	
	4o	CTE Placements	4	
	4		<b>Total Score Goal 4: College and Career Ready</b>	

## 5. Dropout Rate

Goal	Sub	Summary of Goal	Subcategory	Points
	5a	Dropout Rate	3	
	5b	Chronic Absences	3	
5		<b>Total Score Goal 5: Dropout Rate</b>	Avg. 5a – 5b	<b>3.00</b>



**6. Graduation Rate**

Goal	Sub	Summary of Goal	Subcategory	Points
	6a	Graduation Rate	4	
	6b	9 <sup>th</sup> Grade Credits	4	
6		Total Score Goal 6: Graduation Rate	Avg. 6a – 6b	4.00

**8. Employer of Choice**

Goal	Sub	Summary of Goal	Subcategory	Points
	8a	Employee Recommendation Rate	1	
	8b	Employee Retention Rate	4	
	8c	Proud to Work in CUSD	4	
8		Total Score Goal 8: Employer of Choice	Avg. 8a – 8c	4.00

# Employee Performance Incentive Tally Sheet

Goal	Summary of Goal	Average	Points
1	Equity	Avg. 1a – 1f	<b>3.17</b>
2	Grade Level Proficiency	Avg. 2a – 2b	<b>3.00</b>
3	3 <sup>rd</sup> Grade ELA	Avg. 3a – 3b	<b>3.50</b>
4	College and Career Ready	Avg. 4a – 4o	<b>3.42</b>
5	Dropout Rate	Avg. 5a – 5b	<b>3.00</b>
6	Graduation Rate	Avg. 6a – 6b	<b>4.00</b>
7	Market Share		<b>4.00</b>
8	Employer of Choice	Avg. 8a – 8c	<b>4.00*</b>
9	District of Choice		<b>4.00</b>
10	Classroom Dollars		<b>4.00</b>
11	Outside Contributions		<b>4.00</b>
12	Communication Rating		<b>4.00</b>
<b>TOTAL</b>		<b>Rubric Score (48)</b>	<b>44.08</b> 91.8%

## Pay for Performance Awarded

90% to 100%	= \$600
80% to 89.9%	= \$400
70% to 79.9%	= \$300
60% to 69.9%	= \$200
50% to 59.9%	= \$100
0% to 49.9%	= \$0

\*\*The Chandler Unified District Governing Board reserves the right to include bonus points in the case of extraordinary or unexpected events that may occur during a given fiscal year. This includes the ability to account for the margin of error in survey questions administered to the public and employees through WestGroup Research.

**Appendix to CUSD Board Metrics**  
 Arizona Education Progress Meter  
 CUSD Board Metric Alignment to Arizona Goals  
 Founded by Expect More Arizona and Center for the Future of Arizona

The Chandler Unified School District Governing Board and CUSD employees support the Arizona Education Progress Meter. In doing this, we commit to tracking our progress towards achieving these goals and ensuring a world-class education for all students in Arizona. As of the current school year Chandler Unified is performing as follows:

	CUSD Board Metric	Arizona Today	Maricopa County Today	CUSD Today	Education Progress Meter 2030 Goal
Degree Attainment	Board Goal 4	43%	40%	38%^	60%
Post-High School Enrollment	Board Goal 4	53%	55%	66%	70%
Opportunity Youth	Board Goal 5	14%	12%	!	7%
4-Year High School Graduation Rate	Board Goal 6	78%	78%	92.9%	90%
8th Grade Math	Board Goal 1 and 2	41%	36%	60%	67%
3rd Grade Reading	Board Goal 3	46%	48%	61%	72%
Quality Early Learning	**	24%	!	31%***	45%
Teacher Pay	Board Goal 10	\$52441	!	\$57940	\$54120

^Chandler Unified School District collects data that is not comparable to Expect More Data Sources. Our 38% represents two or four-year degree attainment within six years of high school graduation. Expect More’s 43%, and 40% for Maricopa County, represents two or four-year degree attainment between the ages of 25 and 64.

! Data are not aggregated at a county or district level.

\*\*Chandler Unified School District Provides Quality Early Learning Pre-Kindergarten opportunities but does not have a Board Goal for access.

\*\*\*In 2018, Chandler Unified School District provides Quality Early Learning to 990 Pre-K students or 31% of Kindergarten students.