

# 2021-22 CUSD Journey 2025 Metrics

## District Achievement Goals

Approved October 13, 2021

	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 AASA proficiency in ELA and Math 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 AASA 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 SchoolCity/DIBELS 8.  <span style="color: red;">Reduced assessment burden on K-1 grade level by using DIBELS 8 for ELA and for K grade by using SchoolCity mid- to post-assessment.</span>	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 AASA ELA) ARS 15-701.2</i>	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 SchoolCity 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 4n will be averaged for one overall score for goal 4.)				
a. Scholarship Dollars	In excess of \$145 million scholarship dollars earned by graduating seniors	\$135M - \$144.9M	\$125M – \$134.9M	\$115M - \$124.9M
b. Service-Learning Hours <i>Monitor and evaluate this metric for the 21-22 school year due to external impacts.</i>	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 – 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.
g. 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.
h. 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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i. 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.
j. 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
k. 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
l. CUSD Pipeline Data for Community Colleges (MCCCD) and ADE Connect for Arizona State University, Northern Arizona University and University of Arizona  Monitor and evaluate this metric for the 21-22 school year due to external impacts.	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%

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m. CUSD Pipeline Data for Community Colleges A.R.S. Title 15-1822  <i>Monitor and evaluate this metric for the 21-22 school year due to external impacts.</i>	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%
n. 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 at or above 80%.	70% - 79.9%	60% - 69.9%	50% - 59.9%
<b>5. Student Dropout Rate</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  <i>Due to external factors, this component is removed for the 21-22 school year.</i>	<del>Less than 8% of the CUSD student population is chronically absent.</del>	<del>8.01% - 9.2%</del>	<del>9.21% - 10.4%</del>	<del>10.41% - 13.8%</del>
<b>6. Graduation Rate</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 2.5%.	2.51% - 3.5%	3.51% - 4.5%	4.51% - 5.5%

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<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 Maintenance and Operations budget limit. (\$8,357,150)	1.5% - 2.49% (\$5,014,290)	1.0% - 1.49% (\$3,342,860)	0.5% - 0.99% (\$1,671,430)
<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.												
b. School discipline policy events are below 0.10 events per student enrolled.												
c. Students will have an enrollment rate in gifted and talented, AP/IB and Honors classes of at least 25.5%.												
d. Students will have a proficiency rate on AASA of at least 60%.												
e. Students will have a college readiness rate on ACT of at least 40%.												
f. Students will have a graduation rate of at least 93.0%.												

# Subcategory Scores and Averages

## 1. Equity Rubric

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

## 2. Grade Level Proficiency

Goal	Sub	Summary of Goal	Subcategory	Points
	2a	AASA Compared to State		
	2b	SchoolCity/DIBELS 8 Expected Growth		
2		<b>Total Score Goal 2: Grade Level Proficiency</b>	Avg. 2a – 2b	

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

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

## 4. College and Career Readiness

Goal	Sub	Summary of Goal	Subcategory	Points
	4a	Scholarship Dollars		
	4b	Service Learning Hours		
	4c	National Merit/Flinn Qualifiers		
	4d	AP Tests Taken		
	4e	AP Passing Scores		
	4f	ACT DCST College Ready – Mathematics		
	4g	ACT DCST College Ready – English		
	4h	ACT DCST College Ready – Reading		
	4i	ACT DCST College Ready – Science		
	4j	IB Tests and Scores		
	4k	Dual Credit Hours Taken		
	4l	Freshmen Courses (English and Math)		
	4m	Community College Pipeline Data		
	4n	CTE Placements		
4		<b>Total Score Goal 4: College and Career Ready</b>	Avg. 4a – 4n	

## 5. Dropout Rate

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

**6. Graduation Rate**

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

**8. Employer of Choice**

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

# Employee Performance Incentive Tally Sheet

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

## 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

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