

2022-23 CUSD Journey 2025 Board Achievement Goals

Approved June 14, 2023

	4	3	2	1
1. Equity in student perception, achievement, and access.				
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 and ACT proficiency in ELA and Math is at least 60% or proficiency percentages increased from prior year. <i>Added the growth component for the district to focus on increasing proficiency percentages year over year.</i>	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% or graduation rates increased from prior year. <i>Added the growth component for the district to focus on increasing graduation rate percentages year over year</i>	Rubric Score is greater than 3.0	2.4 – 3.00	1.6 – 2.39	0 – 1.59

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2. Grade level proficiency.				
<p>a. Students at all grade levels will exceed state AASA and ACT scores in ELA and mathematics.</p> <p>Added the new statewide assessment in high school.</p>	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.
<p>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.</p>	At least 90% of CUSD elementary sites will have 75% of their students demonstrate expected growth maintained or exceeded in mathematics and ELA.	At least 75% of CUSD elementary sites will have 75% of their students demonstrate expected growth maintained or exceeded in mathematics and ELA.	At least 75% of CUSD elementary sites will have 60% of their students demonstrate expected growth maintained or exceeded in mathematics and ELA.	At least 60% of CUSD elementary sites will have 60% of their students demonstrate expected growth maintained or exceeded in mathematics and ELA.
3. Students in 3rd grade reading at grade level.				
<p>a. The percent of 3rd grade students performing at grade level will increase in ELA. (<i>Defined by proficient and highly proficient on AASA ELA</i>) ARS 15-701.2</p>	At least 62% of 3 rd grade students are proficient and highly proficient on AzM2 ELA.	58% - 61.9%	54% - 57.9%	50% - 53.9%
<p>b. Students in the 3rd grade will demonstrate expected growth maintained or exceeded on the 3rd grade SchoolCity post assessment for ELA.</p>	At least 90% of CUSD elementary sites will have 75% of their students demonstrate expected growth maintained or exceeded in 3 rd grade ELA.	At least 75% of CUSD elementary sites will have 75% of their students demonstrate expected growth maintained or exceeded in 3 rd grade ELA.	At least 75% of CUSD elementary sites will have 60% of their students demonstrate expected growth maintained or exceeded in 3 rd grade ELA.	At least 60% of CUSD elementary sites will have 60% of their students demonstrate expected growth maintained or exceeded in 3 rd grade ELA.

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4. Indicators for career/college readiness.					
(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	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%	
f. ACT – State Testing Mathematics ALL 11th Grade Changed to using average ACT score due to ACT reporting.	The percent of students meeting the average ACT score in mathematics will be higher than all states testing at least 85% of their population.	The percent of students meeting the average ACT score in mathematics will be in the top 3 in comparison to states testing at least 85% of their population.	The percent of students meeting the average ACT score in mathematics will be in the top 5 in comparison to states testing at least 85% of their population.	The percent of students meeting the average ACT score in mathematics will be in the top 7 in comparison to states testing at least 85% of their population.	

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g. ACT – State Testing English ALL 11 th Grade Changed to using average ACT score due to ACT reporting.	The percent of students meeting the average ACT score in English will be higher than all states testing at least 85% of their population.	The percent of students meeting the average ACT score in English will be in the top 3 in comparison to states testing at least 85% of their population.	The percent of students meeting the average ACT score in English will be in the top 5 in comparison to states testing at least 85% of their population.	The percent of students meeting the average ACT score in English will be in the top 7 in comparison to states testing at least 85% of their population.
h. ACT – State Testing Reading ALL 11 th Grade Changed to using average ACT score due to ACT reporting.	The percent of students meeting the average ACT score in reading will be higher than all states testing at least 85% of their population.	The percent of students meeting the average ACT score in reading will be in the top 3 in comparison to states testing at least 85% of their population.	The percent of students meeting the average ACT score in reading will be in the top 5 in comparison to states testing at least 85% of their population.	The percent of students meeting the average ACT score in reading will be in the top 7 in comparison to states testing at least 85% of their population.
i. ACT – State Testing Science ALL 11 th Grade Changed to using average ACT score due to ACT reporting.	The percent of students meeting the average ACT score in science will be higher than all states testing at least 85% of their population.	The percent of students meeting the average ACT score in science will be in the top 3 in comparison to states testing at least 85% of their population.	The percent of students meeting the average ACT score in science will be in the top 5 in comparison to states testing at least 85% of their population.	The percent of students meeting the average ACT score in science 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

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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. Career and Technical Education (CTE) (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.)	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%
5. Student Dropout Rate				
a. Dropout Rate	Dropout rate is at least 2.5 percentage points (pp) below the Arizona state dropout rate	2.00pp – 2.49pp	1.50 – 1.99	Below 1.50pp
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%
6. Graduation Rate				
a. Graduation Rate	The 4-year graduation rate will be at least 14 percentage points (pp) higher than the Arizona state 4-year graduation rate	13.00pp – 13.99pp	12.00pp – 12.99pp	Below 12.00pp
b. The percentage of 9 th grade students who attain 5.5 credits during their first year of enrollment in high school will increase.	At least 92% of 9 th 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%



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7. Market Share				
	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%
8. Employer of Choice				
a. 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%
9. District of Choice				
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%
10. Percentage of Dollars Spent in Classroom				
	In top 10% of all districts	Top 15%	Top 20%	Top 25%
11. Outside contributions				
	Meet or exceed 2.5% of the Maintenance and Operations budget limit. (\$9,145,025)	1.5% - 2.49% (\$5,487,015)	1.0% - 1.49% (\$3,654,009)	0.5% - 0.99% (\$1,829,005)
12. Communication with community				
	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.

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, MSAA, act ACT Statewide ELA and Math of at least 60% or proficiency percentages increase from prior year.	**	**	*	*	*	*	*			*		
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% or graduation rates increased from prior year.				*	*		*	**				

*Indicates an increase in percentage from prior year.

**Indicates the threshold percentage was met and there was an increase in percentage from prior year.

Subcategory Scores and Averages

1. Equity Rubric

Goal	Sub	Summary of Goal	Subcategory	Points
	1a	Perception of School Climate	4.0	
	1b	School Discipline Policy	4.0	
	1c	Access to Advanced Programming	4.0	
	1d	AASA Proficiency or Growth	4.0	
	1e	ACT College Readiness	3.0	
	1f	Graduation Rates or Growth	3.0	
1		Total Score Goal 1: Equity	Avg. 1a – 1f	3.67

2. Grade Level Proficiency

Goal	Sub	Summary of Goal	Subcategory	Points
	2a	AASA and ACT Compared to State	4.0	
	2b	SchoolCity/DIBELS 8 Expected Growth	3.0	
2		Total Score Goal 2: Grade Level Proficiency	Avg. 2a – 2b	3.5

3. 3rd Grade ELA

Goal	Sub	Summary of Goal	Subcategory	Points
	3a	3 rd Grade ELA AASA	4.0	
	3b	3 rd Grade ELA SchoolCity Expected Growth	4.0	
3		Total Score Goal 3: 3rd Grade ELA	Avg. 3a – 3b	4.0

4. College and Career Readiness

Goal	Sub	Summary of Goal	Subcategory	Points
	4a	Scholarship Dollars	4.0	
	4b	Service-Learning Hours	1.0	
	4c	National Merit/Flinn Qualifiers	4.0	
	4d	AP Tests Taken	3.0	
	4e	AP Passing Scores	4.0	
	4f	ACT State Test College Ready – Mathematics	4.0	
	4g	ACT State Test College Ready – English	4.0	
	4h	ACT State Test College Ready – Reading	4.0	
	4i	ACT State Test College Ready – Science	4.0	
	4j	IB Tests and Scores	4.0	
	4k	Dual Credit Hours Taken	4.0	
	4l	CTE Placements	4.0	
4		Total Score Goal 4: College and Career Ready	Avg. 4a – 4l	3.58

5. Dropout Rate

Goal	Sub	Summary of Goal	Subcategory	Points
	5a	Dropout Rate	4.0	
	5b	Chronic Absences	1.0	
5		Total Score Goal 5: Dropout Rate	Avg. 5a – 5b	2.5

6. Graduation Rate

Goal	Sub	Summary of Goal	Subcategory	Points
	6a	Graduation Rate	3.0	
	6b	9 th Grade Credits	1.0	
6		Total Score Goal 6: Graduation Rate	Avg. 6a – 6b	2.0

Employee Performance Incentive Tally Sheet

Goal	Summary of Goal	Average	Points
1	Equity	Avg. 1a – 1f	3.67
2	Grade Level Proficiency	Avg. 2a – 2b	3.5
3	3 rd Grade ELA	Avg. 3a – 3b	4.0
4	College and Career Ready	Avg. 4a – 4o	3.58
5	Dropout Rate	Avg. 5a – 5b	2.5
6	Graduation Rate	Avg. 6a – 6b	2.0
7	Market Share		4.0
8	Employer of Choice		4.0
9	District of Choice		4.0
10	Classroom Dollars		4.0
11	Outside Contributions		4.0
12	Communication Rating		4.0
TOTAL		Rubric Score (48)	43.25

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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