

2016-2017 CUSD Journey 2025 Proposed Metrics District Achievement Goals**

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1. Grade level proficiency will be achieved.				
a. Students at all grade levels will exceed state AzMERIT 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.
2. Students at all grade levels will score in the top 20 percent of AZ districts (1,000 or more students per grade level) in ELA and mathematics on AzMERIT.				
	CUSD will be in the top quintile in at least 80% of the areas.	CUSD will be in the top quintile in at least 70% of the areas.	CUSD will be in the top quintile in at least 60% of the areas.	CUSD will be in the top quintile in at least 50% of the areas.

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3. Students in 3rd grade will read at least at grade level.				
a. The percent of 3 rd grade students performing at grade level will increase in ELA. (Defined by proficient and highly proficient on AzMERIT ELA) ARS 15-701.2	At least 60% of 3 rd grade students are proficient and highly proficient on AzMERIT ELA.	Between 55% and 59% of 3 rd grade students are proficient and highly proficient on AzMERIT ELA.	Between 50% and 54% of 3 rd grade students are proficient and highly proficient on AzMERIT ELA.	Between 45% and 49% of 3 rd grade students are proficient and highly proficient on AzMERIT ELA.
b. Students in the 3 rd grade will demonstrate expected growth maintained or exceeded on the 3 rd 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 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.
4. Indicators for career/college readiness will increase. (Scores for 4a through 4m will be averaged for one overall score for goal 4.)				
a. Scholarship Dollars	In excess of \$120 million scholarship dollars earned by graduating seniors	Between \$110 and \$119.9 million scholarship dollars earned by graduating seniors	Between \$100 and \$109.9 million scholarship dollars earned by graduating seniors	Between \$90 and \$99.9 million scholarship dollars earned by graduating seniors
b. Service Learning Hours	CUSD secondary students will accumulate, on average, at least 5.5 hours of service learning hours per student.	CUSD secondary students will accumulate, on average, at least 5.0 hours of service learning hours per student.	CUSD secondary students will accumulate, on average, at least 4.5 hours of service learning hours per student.	CUSD secondary students will accumulate, on average, at least 4.0 hours of service learning hours per student.
c. National Merit Scholars, Flinn Scholars	Number of qualifying National Merit Semifinalists and Flinn Scholars will be at least 27.	Number of qualifying National Merit Semifinalists and Flinn Scholars will be 24, 25 or 26.	Number of qualifying National Merit Semifinalists and Flinn Scholars will be 21, 22, or 23.	Number of qualifying National Merit Semifinalists and Flinn Scholars will be between 18, 19 or 20.
d. Advanced Placement Tests	Number of AP Tests will be at least 6,420 exams.	Number of AP Tests will be at least 6,004 exams.	Number of AP Tests will be at least 5,580 exams.	Number of AP Tests will be at least 5,160 exams.

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e. Advanced Placement Scores	The percent of passing AP scores (3,4,5) will be at least 65%.	The percent of passing AP scores (3,4,5) will be between 61% and 64.9%.	The percent of passing AP scores (3,4,5) will be between 58% and 60.9%.	The percent of passing AP scores (3,4,5) will be between 55% and 57.9%.
f. ACT ASPIRE All 7 th Grade Students	The percentage of 7 th grade students that are on track for college readiness in both STEM and ELA as measured by the ACT Aspire increases to 50.4%.	The percentage of 7 th grade students that are on track for college readiness in both STEM and ELA as measured by the ACT Aspire increases beyond 49.4%.	The percentage of 7 th grade students that are on track for college readiness in both STEM and ELA as measured by the ACT Aspire does not fall below 48.4%.	The percentage of 7 th grade students that are on track for college readiness in both STEM and ELA as measured by the ACT Aspire does not fall below 47.4%.
g. ACT – Mathematics District Choice State Testing ALL 11 th 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 th 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.

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i. ACT – Reading District Choice State Testing ALL 11 th 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.
j. ACT – Science District Choice State Testing ALL 11 th 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 200 or more and the average grade on IB exams amongst diploma candidates will meet or exceed 4.50	The number of IB exams will be at 200 or more and the average grade on IB exams amongst diploma candidates will exceed 4.25	The average grade on IB exams exceeds amongst diploma candidates 4.00	The average grade on IB exams exceeds amongst diploma candidates 3.75
l. Dual Credit Hours	The number of dual credit hours accrued by CUSD students will exceed 16,500 hours.	The number of dual credit hours accrued by CUSD students will be between 15,000 and 16,499 hours.	The number of dual credit hours accrued by CUSD students will be between 13,500 and 14,999 hours.	The number of dual credit hours accrued by CUSD students will be between 12,000 and 13,499 hours.

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m. CUSD Pipeline Data for Community Colleges (MCCCD) and ADE Connect for Arizona State University, Northern Arizona University and University of Arizona	At least 70% 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.	At least 66% 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.	At least 62% 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.	At least 58% 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.
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 5.0%.	Students will have a first year completion rate in community college that exceeds the statewide completion rate by at least 3.5%.	Students will have a first year completion rate in community college that exceeds the statewide completion rate by at least 2.0%.	Students will have a first year completion rate in community college that exceeds the statewide completion rate.
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 from the previous year will increase.	The percent of post-high school placements out of the senior concentrators from the previous year will be maintained or decrease by no more than 10%.	The percent of post-high school placements out of the senior concentrators from the previous year will decrease by no more than 15%.	The percent of post-high school placements out of the senior concentrators from the previous year will decrease by no more than 20%.
5. The student dropout rate will be maintained at or below 1.2%.				
	Dropout rate at or below 1.2%	1.3% - 1.5%	1.6% - 2.0%	2.1% - 2.5%
6. The CUSD graduation rate will be maximized.				
a. The four year graduation rate will be at least 92.3%.	The 4 year graduation rate will be at least 92.3%	91.0% - 92.3%	90.0% - 90.9%	89.0% - 89.9%

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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 88% of 9 th grade students will attain 5.5 credits during their first year of enrollment in high school.	At least 84% of 9 th grade students will attain 5.5 credits during their first year of enrollment in high school.	At least 80% of 9 th grade students will attain 5.5 credits during their first year of enrollment in high school.	At least 76% of 9 th grade students will attain 5.5 credits during their first year of enrollment in high school.
7. CUSD will maintain its market share.				
	The student charter school mobility rate within CUSD will be below 2%.	The student charter school mobility rate within CUSD will be below 3%.	The student charter school mobility rate within CUSD will be below 4%.	The student charter school mobility rate within CUSD will be below 5%.
8. CUSD will be an employer of choice. (Scores for 8a, 8b and 8c will be averaged for one overall score for goal 8.)				
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%.	The rating will be between 75% and 79%.	The rating will be between 70% and 74%.	The rating will be between 65% and 69%.
b. CUSD will be an employer of choice as measured by certified employee retention rate.	The retention rate will be at least at 90%.	The retention rate will be between 85% and 89%.	The retention rate will be between 80% and 84%.	The retention rate will be between 75% and 79%.
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%.	The percent of employees will be between 85% and 89%.	The percent of employees will be between 80% and 84%.	The percent of employees will be between 75% and 79%.
9. CUSD will be a 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% to 90% of responders rate their youngest child's school as an A or B.	80% to 84% of responders rate their youngest child's school as an A or B.	75% to 79% of responders rate their youngest child's school as an A or B.
10. CUSD will maintain the percentage of dollars spent in the classroom in the top 10% compared to peer and state average.				
	Maintain in top 10%	Maintain in top 15%	Maintain in top 20%	Maintain in top 25%

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11. Outside contributions (tax credit, financial and grants) will exceed 2.5% of the general budget limit.				
	Meet or exceed 2.5% of the general budget limit. (\$6,342,761)	Meet or exceed 1.5% of the general budget limit. (\$3,805,657)	Meet or exceed 1% of the general budget limit. (\$2,537,105)	Meet or exceed 0.5% of the general budget limit. (\$1,268,554)
12. CUSD communication will be rated an A or B by 85% of the stakeholders.				
a. Communication as measured by parent response to school communication. <i>(Question 36: Thinking about the school where your youngest child attends, in general, how well does the school communicate with you?)</i>	At least 85% of responders will rate CUSD as an A or B with respect to communication.	80% to 84% of responders will rate CUSD as an A or B.	75% to 79% of responders will rate CUSD as an A or B.	70% to 74% of responders will rate CUSD as an A or B.

**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.

Subcategory Scores and Averages

1. Grade Level Proficiency

Goal	Sub	Summary of Goal	Subcategory	Points
	1a	AzMERIT Compared to State	4	
	1b	ATI Expected Growth	3	
1		Total Score Goal 1: Grade Level Proficiency	Avg. 1a – 1b	3.5

3. 3rd Grade ELA

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

4. College and Career Readiness

Goal	Sub	Summary of Goal	Subcategory	Points
	4a	Scholarship Dollars	3	
	4b	Service Learning Hours	3	
	4c	National Merit/Flinn Qualifiers	4	
	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	3	
	4i	ACT DCST College Ready – Reading	4	
	4j	ACT DCST College Ready – Science	4	
	4k	IB Tests and Scores	2	
	4l	Dual Credit Hours Taken	4	
	4m	Freshmen Courses (English and Math)	4	
	4n	Community College Pipeline Data	1	
4o	CTE Placements	4		
4		Total Score Goal 4: College and Career Ready	Avg. 4a – 4o	3.5

6. Graduation Rate

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

8. Employer of Choice

Goal	Sub	Summary of Goal	Subcategory	Points
	8a	Employee Recommendation Rate	2	
	8b	Employee Retention Rate	4	
	8c	Proud to Work in CUSD	4	
8		Total Score Goal 8: Employer of Choice	Avg. 8a – 8c	3.3

Employee Performance Incentive Tally Sheet

Goal	Summary of Goal	Average	Points
1	Grade Level Proficiency	Avg. 1a – 1b	3.5
2	AzMERIT compared to similar districts		4
3	3 rd Grade ELA	Avg. 3a – 3b	3
4	College and Career Ready	Avg. 4a – 4o	3.5
5	Dropout Rate		4
6	Graduation Rate	Avg. 6a – 6b	4
7	Market Share		3
8	Employer of Choice	Avg. 8a – 8c	3.3
9	District of Choice		4
10	Classroom Dollars		4
11	Outside Contributions		4
12	Communication Rating		4
TOTAL		Rubric Score (48)	44.3 (92.3%)

Pay for Performance Awarded

90% to 100% = \$500
80% to 89.9% = \$300
70% to 79.9% = \$250
60% to 69.9% = \$200
50% to 59.9% = \$150
0% to 49.9% = \$0