Key Goals	Metric	Target
Are we serving the students who need us?		
Recruitment	Apps reflect the demographics of the KCPS district for the prior year for % of students qualifying for Free or Reduced Lunch, % classified as Limited English Proficient, and % qualifying for Special Education Services	TBD
	% increase in app to enrollment conversion rate over 22-23	TBD
	% increase in new student recruitment	TBD
Enrollment	Maintain 90% of enrollment target	TBD in final budget
Are we effectively partnering with families?		
Relationships and progress monitoring	% of students receiving biweekly communication from teachers/Pride Leaders	90%
	% of teachers input at least 2 grades/class/week	90%
	% engagement at family conferences	70%
Satisfaction	% overall satisfaction rating in an annual family survey	80%
	% response rate to annual family survey	60%
Are our students staying with us?		
Attendance	% ADA	94%
Chronic absenteeism	% of students present 90% of the time	90%
Retention	% retention year over year as measured by Oct. Core	75%
Are we building a school <u>for</u> young Black and Brown women?		
	Social and Emotional Learning	
Circles	% of Pride/Circle walkthroughs complete	90%
	% of Circles exceeding score of 3	80%
Positive behavior intervention support	Placeholder for Compass points	
Equitable discipline	% variance between numerically significant subgroups rates of discipline referrals, including in-school suspension, out-of-school suspension, and expulsion.	< 10%
Student surveys	% response rate on biannual student survey	95%
	% satisfaction rating on biannual student survey	85%
Are our students growing and achieving?		
	All Assessments	

Key Goals	Metric	Target
Equitable academics	Avg NWEA Conditional Growth Index (CGI) for numerically significant racial/ethnic subgroups is within 0.1 of the average for the school	0.1
	Avg NWEA CGI for ELL students meets or exceeds the average for the school	--
	Avg NWEA CGI for EL students meets or exceeds the average for the school	--
Interim Assessments		
Literacy	% growth in mastery on each IA	5%
Math	% growth in mastery on each IA	5%
Science	% growth in mastery on each unit assessment	3%
NWEA		
Literacy, Math, and Science	Average NWEA CGI for all scholars	0.2
	% of students meeting/exceeding typical growth target (1 years growth)	60%
	% increase of students scoring in top quartile by spring	10%
State Assessment		
ELA (Gr 5-8)	% annual increase in scholars scoring Prof/Adv	5%
Math (Gr 5-8)	% annual increase in scholars scoring Prof/Adv	5%
Science (Gr 5 and 8 only)	% annual increase in scholars scoring Prof/Adv	5%
Are we growing a strong team?		
Placeholder classroom culture and instruction goals	% daily (weekly in Q2) WTs complete through 9/23	90%
	% mastery of Foundational RnPs and Productive Culture by 9/23	90%
	% mastery of Mastery-Focused Instruction by 11/4	90%
	% mastery of reteach lesson by 12/16	90%
	% mastery of active monitoring by 3/31	90%
Coaching	Avg. # of obs/fb mtngs per teacher - last 30 days	3
	Avg. # of obs/fb mtngs per instr. leader - last 30 days	3
Hiring and retention	% new hires who are educators of color	75%
	% hires who identify as a gender other than female	20%
	% hired by end of month: Feb 40%, Mar 65%, Apr 85%, May 100%	--
	% retention in current role or promotion	80%

Key Goals	Metric	Target
Are we building a healthy organization?		
COVID safety	% participating in weekly pooled testing	95%
Compliance	% of state data, reporting, and compliance submissions to the Missouri Charter Public Schools Commission and to DESE that are accurate and on time	90%
Finance	% minimum cash fund balance at end of each fiscal year	4%
	Days of cash on hand at all times by year 3 of operations	30
	For each year of operation, annual audit has no material findings and unqualified opinions	met/not met
Board Oversight	% of board members attending at least 90% of scheduled Board and Committee meetings	80%