DASHBOARD METRIC			_	S				2023-									
DASHBOARD METRIC							М					S			EL		
ORGANIZATIONAL PRIORITIES		Q1	Q2	-	Q4	Q1	_	Q3 (24	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
ORG PRIORITIES: By the end of the 2023-24 School Year, at least 50% of	2023-24		46%				38%				24%				36%		
students will meet their above average growth goal in ELA	Target				50%			-	O%				50%				50%
	2022-2023				35%			2	21%				18%				25%
ORG PRIORITIES: By the end of the 2023-24 School Year, at least 50% of	2023-24		37%				34%				53%				38%		
students will meet their above average growth goal in Math	Target				50%			5	O%				50%				50%
	2022-2023				31%			1	5%								23%
TIER 1 INSTRUCTION: By June 2024, 75% of classrooms will effectively use	2023-24	47%			53%	29%		6	3%	41%			56%	38%			57 %
discourse techniques and appropriate types of questions as evidenced by classroom observations.	Target				75%			7	5%				75%				75%
classroom observations.	2022-23																
TIER 1 INSTRUCTION: By June 2024, 75% of core content classes will ultilize	2023-24	53%			67 %	38%		7	5%	47 %	9		61%	45%			67%
effective small group teaching techniques during their learning blocks at	Target				75%			7	5%				75%				75%
least 75% of the time as evidenced by classroom observations.	2022-23																
TIER 1 INSTRUCTION: By June 2024, 75% of classrooms will provide rigorous	2023-24	82%			73 %	29%		6	9%	65 %			78 %	59%			73%
grade-level tasks as evidenced by classroom observations and learning task	Target				75%			7	5%				75%				75%
audits.	2022-23																
	2023-24																
MTSS AND STUDENT SUPPORTS: By June 2024, 75% of students enrolled in READ 180 will meet their lexile growth goal.	Target							7	5%				75%				
NEAD 100 WIII THEEL CHEIF IOANE GROWLINGOUI.	2022-2023																
MTSS AND STUDENT SUPPORTS: By June 2024, 75% of students enrolled in	2023-24																
an evidenced-based math intervention (Bridges, Math Mastery, Math 180) will meet their math goal as evidenced by EOY Math Inventory or MClass	Target				75%			7	5%				75%				75%
math scores.	2022-23																
CAMPUS GOAL (ES): By June 2024, 75% of ELA teachers will implement	2023-24	100%			100%												
evidenced-based reading strategies in the classroom as evidenced by	Target				75%												
classroom observations and SAP IPG Foundational Skills Tool.																	
CAMPUS GOAL (ES/MTSS): By June 2024, 75% of students enrolled in an ES	2023-24																
evidenced-based reading intervention (DD Fundations, Burst) will meet	Target				75%												
average growth or better by EOY Dibels scores.	2022-23																
CAMPLIC COAL (MC): D. J. v. 2002 / FF6V of the old word!! offer this benefit	2023-24								\neg								
CAMPUS GOAL (MS): By June 2024, 75% of teachers will effectively utilize developmental designs framework and strategies in every classroom as	Target							7	5%								
evidenced by classroom observations.	2022-23																
	2023-24	63%							\dashv								
CAMPUS GOAL (MS): By June 2024, 75% of students will meet at least 75% of their IEP goals due to new co-teaching structure and whole child case	Target							7	5%								
managment.																	
CAMPILE COAL (HE) Dy June 2027 COV of students realized according	2022-23																
CAMPUS GOAL (HS): By June 2024, 60% of students making quarterly GPA growth (% of students growing from average 2.0 to 3.0 GPA)	2023-24										34%						
- ,	Target									60%	60%	60%	60%				
	2022-23																

INSTRUCTION																	
DASHBOARD METRIC			ES				٨	1S			F	IS	75% 53% 53% 53% 53% 53% 53% 53% 53% 53% 5	EL	Н		
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	2023-24																
CLASS: "Instructional Support" rating on the CLASS	Target				4.00												
	2022-2023				3.85												
EARLY LITERACY: % of students in K-4 on-level or making	2023-24	53%	64	4 %													
average growth or better on DIBELS (BOY includes only	Target				90%												
students on-level)	2022-23	46%	75	5%	87%												
	2023-24		63	5 %			57	7 %			53	3 %					
ELA GROWTH: % of students who meet their <u>growth</u> target on i-Ready (K-8) or Reading Inventory (HS)	Target				75%				75%				75%				
<u> </u>	2022-23		61	1%	65%		56	5%	54%		5	1%	53%				
	2023-24		57	7%			53	3 %									
MATH GROWTH: % of students K-8 who meet their growth target on i-Ready	Target				75%				75%								
grower target of the ready	2022-23		58	3%	64%		4	5%	41%								
	2023-24	19%	31	1%													
ELA K-2 ACHIEVEMENT: % of students in K-2 scoring mid-grade level or above on ELA i-Ready	Target				40%												
This grade level of above on EEAT Reday	2022-2023	15%			45%												
	2023-24	18%	29	9%													
MATH K-2 ACHIEVEMENT: % of students in K-2 scoring mid-grade level or above on math i-Ready	Target				56%												
This glade level of above of math <u>riveday</u>	2022-23	13%	27	7%	39%												
ELA 3-10 ACHIEVEMENT: % of students who score a 4 or	2023-24	24%	25%	27%		36%	32%	34%		33%	38%	33%					
above on the ELA PARCC assessment (Q1-Q3 ES based on	Target				31%				38%				41%				
ANET Predictions.	2022-23	16%	21%	23%	20%	30%	33%	30%	23%	39%	38%	32%	33%				26%
MATH 3-10 ACHIEVEMENT: % of students who score a 4 or	2023-24	36%	32%	37%		20%	16%	12%		36%	38%	32%					
above on the math PARCC assessment (Q1-Q3 ES based	Target				32%				23%				21%				
ANET Predictions.	2022-23	19%	23%	26%	22%	20%	22%	16%	13%	5%	12%	14%	13%				14%
	2023-24						58	3%									
INTERVENTION: % of students enrolled in Read 180/HS Literacy Intervention meeting average growth or better.	Target								75%				75%				
Energy intervention intecting average growth of better.	2022-23								13%				57%				
	2023-24	56%	74	4 %			50) %			70) %					
COACHING: % of coached teachers whose students achieve their student centered coaching goal	Target				85%				85%				85%				
as here then student centered codening godi	2022-23	17%	65	5%		17%	4.	3%		0%	30	0%					
TEACHER SUPPORT/COACHING: % of teachers who agree	2023-24	81%			89%	83%			71%	95%			92%				
that through coaching and feedback from either my instructional coach or manager, I receive specific actions	Target				85%				85%				85%				
to improve my teaching practice	2022-23	73%	83	3%	63%	95%	82	2%	83%	83%	88	3%	74%				

CULTURE & WELLNESS																	
DASHBOARD METRIC			ES	;			٧	1S			ŀ	S			EL	Н	
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q.
MTSS AND STUDENT SUPPORTS: By May 2024, all	2023-24																
campuses will have a functioning MTSS structure that is aligned to our MTSS philosophy and approach (ON = On Track; OFF = Off Track; C = Complete)	Target				С				С				С				С
	2023-24	77%	73%	77%		84%	77%	77%		70%	63%	60%					
90% ATTENDANCE: % of students meeting attendance requirements of 90% or more of their enrolled days	Target				90%				90%				80%				
requirements of 50% of more of their enrolled days	2022-23	72%	66%	70%	72%	71%	62%	65%	64%	60%	52%	53%	50%				
	2023-24	92%	92%	92%		93%	92%	92%		89%	88%	88%					
IN-SEAT ATTENDANCE: Average attendance rate	Target				90%				90%				85%				
	2022-23	92.3%	91.1%	91.2%	91	91.8%	90.3%	90.6	90.0%	88.4%	86.2%	85.9%	85.0%		ELH Q2 Q		
	2023-24	0	0.2%	0.2%		0.5%	0.9%	2.2%		0.5%	0.9%	1.4%					
SUSPENSIONS: <u>% of students suspended</u> at least once	Target				0%				3%				5%				
	2022-23	0.0%	0.0%	0.6%	0.6%	0.8%	0.8%	1.9%	3.2%	2.1%	2.8%	4.7%	6.2%				
	2023-24																
SOCIAL EMOTIONAL LEARNING: % of students who improve at least one level on the SEL assessment	Target																
mmphore at least one level on the GLL accessing in	2022-23																
STUDENT MENTAL HEALTH AND WELLNESS: % of	2023-24	86%			78%	58%			60%	71%			75%				
students who agree that "there is at least one adult in the school building with whom I can share a	Target				85%				75%				80%				
concern/problem"	2022-23	81%	89	9%	94%	68%	63	3%	71%	78%	92	2%	79%				
	2023-24	81%			83%	53%			51%	67%			73%				
RELATIONSHIPS: % of students who agree that they feel connected to a trusted adult at their school	Target				88%				75%				75%				
	2022-23	83%	80	O%	94%	60%	59	9%	58%	73%	67	7%	73%				

STUDENT AND FAMILY ENGAGEMENT																	
DASHBOARD METRIC			ES	;			٨	1 S			F	lS			ELI	Н	
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	2023-24	64%			64%	43%			32%	36%			43%	45%			47 %
STUDENT ENGAGEMENT: % of STUDENTS who agree or strongly agree that "I like coming to school."	Target																
	2022-23	83%	8	5%	82%	54%	4	8%	58%	62%	52	2%	54%	66%	59	9%	59%
STUDENT ENGAGEMENT: % of STUDENTS who agree or	2023-24	67 %			60%	59%			54%	62%			60%	62%			58%
strongly agree that "what I am learning in class is	Target																
CHALLENGING."	2022-23	87%	83	3%	82%	68%	6	3%	75%	64%	64	4%	67%	73%	86	5%	72%
STUDENT ENGAGEMENT: % of STUDENTS who agree or	2023-24	74%			72%	46%			39%	51%			58%	54%			56%
strongly agree that "what I am learning inc lass is"	Target																
INTERESTING."	2022-23	87%	83	3%	82%	68%	6	3%	75%	64%	64	4%	67%	73%	86	5%	72%
STUDENT ENGAGEMENT: % of STUDENTS who agree or	2023-24																
strongly agree that "what I am learning inc lass is	Target																
IMPORTANT."	2022-23	87%	83	3%	82%	68%	6	3%	75%	64%	64	4%	67%	73%	86	5%	72%
STUDENT ENGAGEMENT: % of FAMILIES who agree or	2023-24	74%				76%				80%				76%			
strongly agree that "I believe my student is challenged in	Target																
their classes"	2022-23	78%	83	3%	85%	70%	8	0%	83%	78%	7	7%	84%	73%	86	5%	72%
FAMILY ENGAGEMENT: % of FAMILIES who agree or	2023-24	87%			89%	73%			76%	78%			93%	80%			86%
strongly agree that "I feel connnected to my child(ren)'s	Target																
teachers"	2022-23	80%	83	3%	90%	68%	7.	2%	64%	67%	7.	3%	81%	80%	79	9%	84%
FAMILY ENGAGEMENT: % of students whose families	2023-24	11%	9%	6%		5%	5%	3%		23%	20%	16%					
receive a direct contact within two school days of an	Target				75%				75%				75%				
unexcused absence	2022-23	12%	7%	9%	8%	10%	8%	10%	8%	17%	15%	15%	14%				
PROGRESS MEETINGS: % of students whose families	2023-24	0%	0%	0%		16%	28%	16%		63%	71%	37 %					
participate in at least 2 <u>student progress meetings</u> (Q1 and	Target				85%				60%				60%				
Q2 results based on participation in 1 progress meeting)	2022-23	61%	89%	67%	67%	32%	52%	37%	38%	78%	85%	64%	65%				
FAMILY VOICE: % of families who agree that the school	2023-24	79 %			84%	81%			81%	79%			87%	79%			84%
seeks their opinions about important issues (Diverse	Target				75%				75%				75%				
Input)	2022-23	89%	88	3%	90%	86%	9	1%	87%	89%	89	9%	90%	91%	93	3%	80%
	2023-24	94%			94%	83%			83%	91%			93%	90%			90%
WOULD RECOMMEND: % of families who would recommend E.L. Haynes to a friend or neighbor	Target				90%				90%				90%				90%
, , , , , , , , , , , , , , , , , , ,	2022-23	95%	90	0%	95%	84%	9	1%	77%	93%	94	4%	87%	94%	92	2%	84%

MISSION AND GRADUATE PROFILE

DASHBOARD METRIC	Q1 Q2 Q3 Q4 Q1						٨	1S			Н	IS			ELI	Н	
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	2023-24					49%	43%	42%		44%	42%	43%					
GPA: % of students with a weighted GPA of 3.0 or above this year	Target								45%				40%				
a.no y su.	2022-23					47%	47%	50%	52%	39%	40%	41%	39%				
GPA Growth: % of students growing from average 2.0 to	2023-24									64%	34%	62 %					
3.0 GPA Baseline: SY 22-23 25% GPA Growth .1 or Greater,	Target																
13% GPA Growth .2 or Greater	2022-23																
	2023-24									91%	89%	86%					
9TH GRADE ON TRACK: % of first-time 9th graders who are on track to graduate in 4 years	Target												98%				
	2022-23									95%	93%	91%	98%				
GRADUATION RATE: % of cohort graduating within 4	2023-24									85%	88%	87%					
years (Q1-Q3 shows % of enrolled cohort on track to	Target												90%				
graduate, Q4 shows ACGR)	2022-23									97%	96%	92%	94%				
2.7 % (1) 6 : 6!	2023-24																
SAT: % of the Senior Class who score >= 480 on EBRW and 530 on Math on the SAT (College Board criteria)	Target												20%				
,	2022-23												3%				
AD DEDECOMANCE: 0/ of AD etuidonto who record at least	2023-24																
AP PERFORMANCE: % of AP students who passed at least one AP exam	Target												35%				
	2022-23												33%				
COLLEGE ACCEPTANCE: % of graduating seniors	2023-24										59%	80%					
accepted to a 2- or 4-year postsecondary institution	Target												100%				
	2022-23										45%	77%	100%				
	Class of 2023																
	Target												70%				
LLEGE ENROLLMENT: % of students who enroll in a 2-4-year postsecondary institution within 2 years of	Class of 2022																
graduating	Class of 2021												53%				
	Class of 2020												64%				

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DASHBOARD METRIC			E:	S		M	15			Н	S				ELH	1	NOTES & UPDATES
TALENT METRICS		Q1	Q2	Q3 Q	4 Q	1 Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
ORG PRIORITIES (INVESTING IN OUR PEOPLE):	2023-24																
By April 2024, identify and communicate robust medical health plans to replace CareFirst POS and PPO plans that meet the needs of our diverse staff community. (ON = On Track; OFF =	Target															С	Talent Team will host an all-staff focus group to learn more abut additional benefits offerings options that align with staff
Off Track; C = Complete)																	needs on 11/29.
ORG PRIORITIES (INVESTING IN OUR PEOPLE): By	2023-24																
May 2024, create and share a Haynes "Our Investment in You" one-pager that details all financial investments made in individual full-time Haynes employees. (ON = On Track; OFF = Off Track; C = Complete)	Target															С	Talent team has created draft one-pager and finalizing inputs for staff members.
ORG PRIORITIES (GROWTH & DEVELOPMENT):	2023-24																Managers have engaged in two
By March 2024, codify a management vision for all Haynes people managers that is aligned with our Core Values and Manager Competencies.(ON = On Track; OFF = Off Track; C = Complete)	Target															С	sessions to codify the why, what, and how around expectations for people management at Haynes.
ORG PRIORITIES (CELEBRATE EXCELLENCE): By June	2023-24																
2024, create a Haynes awards celebration that recognizes full-time staff members' exceptional	Target															С	THRIVE awards were
performance in achieving outcomes for students, commitment to our school community, our core values, and milestone recognitions.(ON = On Track; OFF = Off Track; C = Complete)																	implemented during the October All-Staff Meeting. Proposal created for end of year staff awards program.
	2023-24																
EARLY HIRING (HIRING): % of instructional vacancies known by May 1 filled by June 1	Target															90%	
vacancies known by May i illied by June i	2022-23															96%	
	2023-24																
RETENTION (HIRING): % of staff retained	Target			85	%			85%			8	85%				85%	
	2022-23			84	%			80%			-	78%				81%	
RISE: % of staff who agree that RISE checkpoints	2023-24	79%		83	% 81	%		68%	91%		8	83%	84%			76%	
provide meaningful feedback and support	Target			84	%			85%			8	85%				85%	
needed to meet my goals in my role	2022-23	56%	639	% 36	% 65	% 5	6%	64%	62%	739	% (62%	61%	65	%	60%	
CUSTOMER SERVICE (HR): % of staff agree that	2023-24	74%		62	% 61	%		77 %	65%			51%	66%			63%	
they receive a response that sufficiently helps to address their personnel matters (benefits, payroll,	Target			85	%			85%			8	85%				85%	
leave, etc.)	2022-23	31%	479	% 32	% 50	% 5	6%	56%	40%	439	% !	53%	38%	49	%	50%	
STAFF SUPPORT/COACHING (RISE): % of	2023-24	79%		77	% 75	%		72 %	91%		9	90%	83%			79%	
non-instructional staff who agree that through coaching and feedback from my manager, I	Target															85%	
receive specific actions to develop in my role	2022-23	56%	639	% 36	% 65	% 5	6%	64%	62%	739	% (62%	61%	65	%	60%	
MANAGER TRAINING (RISE): % of managers who	2023-24	71%		74	% 80	%		71 %	78%		7	76%	76%			73%	
believe they have the support needed to be	Target															85%	
effective managers	2022-23																

DASHBOARD METRIC			ES			MS			HS			EL	н		NOTES & UPDATES
ORGANIZATIONAL DEVELOPMENT ME	TDICC	01		7 0/	01	_	0 (01		7 0/	01			0.4	NOTES & OFDATES
ORGANIZATIONAL DEVELOPMENT ME		Q1	Q2 Q.	3 Q4	Q1	Q2 Q3	Q4	Q1	Q2 Ç	23 Q4	Q1	Q2	Q3	Q4	
ORG PRIORITIES (LONG TERM FACILITIES	2023-24										ON				We have engaged an archited
PLANNING): Remain on track for campus	Target										С			С	and sustainability consultant.
consolidation by SY2026-27 through design development with stakeholder input and an															Schematic design process ha begun. ELH to engage
enrollment and financing model by June 30, 2024.															stakeholders in key discussio
ON = On Track; OFF = Off Track; C = Complete)															for next phase.
ORG PRIORITIES (SCHOOL OPERATIONS	2023-24														Various components of SOP I
MODEL): By June 2024, create Standard Operating	Target										<i>-</i>			0	Building Use, Security Post
Procedures (SOPs) that outline a clear and defined	raiget														Orders, Events Management,
approach to minimizing academic learning disruptions and maximizing available resources.															etc. are in draft proposal and
ON = On Track; OFF = Off Track; C = Complete)															will be ready for group review Q2
ORG PRIORITIES (EXCEPTIONAL FINANCES):	2023-24										ON				
Maintain healthy financials as measured by the	Target										С			С	All Quarter KPIs are on target
quarterly Key Performance Indicators (days of cash, gross margin, grant reimbursements, and															and FY23 financial decisions a having positive impact on FY2
debt-service coverage ratio). (ON = On Track; OFF =															budget.
Off Track; C = Complete)															
DAYS OF CASH ON HAND: Days of cash-on-hand	2023-24										134				
s above the threshold required by our loan covenants and PCSB requirements	Target													136	
overlants and PCSB requirements	2022-2023													134	
DEBT SERVICE COVERAGE RATIO: The	2023-24										1.35				
Debt-Service Coverage Ration remains below the	Target										1	1	1	1	
hreshold set by our loan covenants (1).	2022-2023													1.41	
GROSS MARGIN: The Gross Margin (revenue less	2023-24										0.40%				
expenses, divided by revenue) is above 1% on a	Target										-5%	-5%	-5%	-5%	
quarterly basis	2022-2023													0.20%	
	2023-24										2%				
GRANTS INVOICED: By June 30, 2024, 100% of ederal grants will be invoiced.	Target													100%	
Sacrar grants viii ze inversea.	2022-2023													100%	
	2023-24														
ENROLLMENT: % of students enrolled by June 1 based on target enrollment	Target			100%			100%			100%	100%	100%	100%	100%	
based on target emoliment	2022-2023			101%			99%			95%				98%	
	2023-24										\$570K				
FUNDRAISING: % of 2022-23 fundraising goal met	Target													\$805K	
	2022-23										\$107K	\$707K	\$798K	\$824K	
SUPPLIES & MATERIALS: % of staff who agree that	2023-24	71%		77%	72%		72%	80%		78%	75%			77%	
they have the materials and equipment needed to	Target			90%			95%			90%				90%	
do their work	2022-23	82%	88%	86%	92%	93%	97%	77%	91%	85%	84%	91	%	87%	
	2023-24	83%		80%	84%		92%	91%		85%	87%			85%	
FECHNOLOGY: % of staff who agree that they have the technology needed to do their work	Target			90%			95%			90%				90%	
and teermology needed to do their work	2022-23	82%			92%			77%			84%				
	2023-24	63%		63%	91%		96%	52%		43%	66%			64%	
WORKSPACE: % of staff who agree that they have the workspace needed to do their work	Target			90%			95%			90%				90%	
The Workspace Heeded to do their Work	2022-23	82%			92%			77%			84%				
	2023-24														
RE-ENROLLMENT: % of families that return to E.L.	Target			90%			90%			90%					
Haynes in the following year															

RACE & EQUITY

DASHBOARD METRIC			Е	S			M	1S			H	IS			El	LH	
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	All Students	77%	73%	77%		84%	77%	77%		70%	63%	60%					
	SPED	68%	64%	73%		78%	73%	70%		68%	62%	55%					
EQUITY ATTENDANCE: % of students (by subgroup) who attended 90% or more of their enrolled days	Gap	9%	9%	4%		6%	4%	7%		2%	1%	5%					
wild attended 30% of filore of their enfolied days	Target				-5%				-5%				-5%				
	2022-23 Gap	-9%	-5%	-3%	-5%	-11%	-10%	-12%	-15%	-9%	-11%	-11%	-9%				
AT RISK ELA ACHIEVEMENT: % of students who are	2023-24	17%	9%	15%		25%	24%	25%		22%	31%	29%					
designated at risk meeting expectations in ELA on	Target				35%				25%				25%				
ANET/Transcend (Q1-Q3) and PARCC (Q4)	2022-23	11%	13%	15%		20%	26%	24%		31%	33%	31%					
AT RISK MATH ACHIEVEMENT: % of students who	2023-24	23%	20%	26%		20%	12%	7 %		28%	32%	25%					
are designated at risk meeting expectations in math	Target				35%				25%				25%				
on ANET/Transcend (Q1-Q3) and PARCC (Q4)	2022-23	11%	11%	13%		16%	19%	9%		3%	8%	9%					
ELL PROGRESS: % of ELL students meeting their	2023-24																
ACCESS growth goal (Increasing to next level is the	Target				63%				43%				49%				
goal in 2022-23)	2022-23				57%				10%				25%				
	2023-24																
SPED PROGRESS: % of goals students are progressing on or have mastered	Target				85%				85%				85%				
p 9 9	2022-23	92%	92%			93%	89%			58%	64%						
DIVERSE INPUT ORGANIZATION: % of staff who	2023-24	42%			33%	34%			43%	46%			33%	43%			39%
agree that decisions made by organizational leadership are based on input from a diverse group	Target				75%				75%				75%				75%
of staff	2022-23	33%	34	4%	21%	52%	63	3%	50%	48%	50)%	32%	48%	53	3%	37%
DIVERSE INPUT CAMPUS: % of staff who agree that	2023-24	39%			57 %	50%			48%	56%			54%	50%			54%
decisions made by campus leadership are based on	Target				75%				75%				75%				75%
input from a diverse group of staff	2022-23	31%	45	7%	29%	67%	63	3%	76%	65%	52	2%	43%	51%	51	1%	48%
INCLUSIVE COMMUNITY: % of staff who agree that	2023-24	75%			77 %	69%			72 %	61%			60%	64%			70%
their identity is valued at work and contributes to	Target				75%				75%				75%				75%
their accomplishments	2022-23	53%	59	9%	50%	73%	7	1%	76%	72%	73	3%	57%	66%	64	۴%	53%
	2023-24	71%			80%	66%			64%	57 %			58%	64%			67%
INCLUSIVE DECISION MAKING: % of staff who agree that their opinion seems to count	Target				75%				75%				75%				75%
	2022-23	51%	66	5%	50%	69%	78	3%	76%	68%	70)%	53%	65%	73	3%	60%
DRG PRIORITIES (RACIAL EQUITY METRIC): By the end of 2023-2024 School Year, at least 75% of ELH staff will agree or strongly agree that "my identity is ralued at work and contributes to my	2023-24	75%			77 %	69%			72%	61%			60%	64%			70%
	Target				75%				75%				75%				75%
accomplishments."	2022-23	53%			50%	73%			76%	71%			57%	66%			60%