



Stargate School

Governance Meeting

Published on September 12, 2023 at 4:58 PM MDT

Date and Time

Wednesday September 13, 2023 at 6:00 PM MDT

Location

Stargate Secondary Library

Agenda

	Purpose	Presenter	Time
I. Opening Items			6:00 PM
A. Call the Meeting to Order		Danielle Fox	
B. Roll Call		Maggie Anderson	
C. Reading of Stargate Mission			1 m
D. Recognitions and Appreciations	Discuss		1 m
E. Board News and Events	Discuss		5 m

	Purpose	Presenter	Time
II. Approve Consent Agenda Items			6:07 PM
A. Approve Consent Agenda	Vote	Danielle Fox	5 m
1) Agenda for September 13, 2023 Governance Board Meeting 2) Minutes for Governance Board Meeting held August 9, 2023 3) Revised Policy 1.21 Board Vacancy and Independent Director Appointments 2nd Reading			
B. Minutes	Approve Minutes	Danielle Fox	
Approve minutes for Governance Meeting on August 9, 2023			
III. School Operations			6:12 PM
A. Executive Director Operations and Finance Report	FYI	Wayne Granger	5 m
Report			
B. Executive Director Academics Report	FYI	Robin Greene	5 m
Report			
C. Academics Staff Report	FYI	Rob Cable	5 m
Report			
IV. Public Comment			6:27 PM
<p>Public Comments Reminder: The board meeting is structured to allow the Governance Board to conduct its business in a timely manner. Comments may not be immediately addressed but may be considered as future agenda items. Anyone wishing to speak must sign-in before the public comment portion of the meeting. Comments are limited to 3 minutes each, and total time allotted for all public comments will not exceed 45 minutes. Those wishing to speak that do not get the opportunity to do so can submit their comments to governance@stargateschool.org or may attend the next board meeting to do so. Please note that time may not be donated to others and comments are expected to maintain professional courtesy, civility, and respect.</p>			
A. Public Comment Response	FYI	Samantha Howorko	

	Purpose	Presenter	Time
V. Committee Reports			6:27 PM
A. Elections SAC Election	FYI	Meryl Faulkner	
B. Recruiting Recruiting Report re: SAC Election	FYI	Danielle Fox	5 m
C. School Accountability KPI quarterly report - Lindsey Paquette UIP - Therese Morin Social Research Lab - Lindsey Paquette	FYI	Lindsey Paquette	5 m
VI. Action Items			6:37 PM
A. Community Handbook Community Handbook	Vote	Samantha Howorko	5 m
B. Staff Handbook Staff Handbook	Vote	Danielle Fox	5 m
C. Evaluation Rubrics and Process https://docs.google.com/document/d/120VbTtHY6fouvRDZV_HtSaLvKT4HHVV/LvtTRtWsebm0/edit?usp=sharing	Vote	Meryl Faulkner, Danielle Fox	5 m
D. Board OnTrack Package Differences	Vote	Danielle Fox	
VII. Discussion Items			6:52 PM
A. Strategic Planning Session Strategic Plan Agenda	Discuss	Lindsey Paquette	5 m
B. Reimagine Follow Up https://docs.google.com/spreadsheets/d/1iIHwNFHHWOO8idneT9Pztl4xPMTj5yAe/edit?usp=sharing&oid=100150287316553192239&rtpof=true&sd=true -	Discuss	Danielle Fox	5 m

	Purpose	Presenter	Time
C. Mission and Vision Review	Discuss	Danielle Fox	
D. Bylaw Revisions Review Process	Discuss	Danielle Fox	5 m
E. Committee Handbook Signatures	Discuss	Danielle Fox	5 m
F. Stakeholder Presentation	Discuss	Lindsey Paquette	5 m
G. Admissions Policy re: Hulstrom Policy	FYI	Danielle Fox	
VIII. Future Planning			7:17 PM
A. Next Board Meeting Agenda and Board Packet	Discuss	Danielle Fox	5 m
B. Next Admin Sync Meeting and Future Scheduling	Discuss	Samantha Howorko	5 m
C. Upcoming Events	Discuss		5 m
IX. Closing Items			7:32 PM
A. Adjourn Meeting	Vote	Danielle Fox	

Coversheet

Minutes

Section: II. Approve Consent Agenda Items
Item: B. Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Governance Meeting on August 9, 2023

DRAFT



Stargate School

Minutes

Governance Meeting

Date and Time

Wednesday August 9, 2023 at 6:00 PM

Location

Stargate Secondary Classrooms 155-157

Directors Present

D. Fox, L. Hosfelt, L. Paquette, M. Faulkner, R. AuYeung, S. Howorko, S. Schafer

Directors Absent

None

Guests Present

R. Greene, W. Granger

I. Opening Items

A. Call the Meeting to Order

L. Hosfelt called a meeting of the board of directors of Stargate School to order on Wednesday Aug 9, 2023 at 6:06 PM.

B. Roll Call

C. Reading of Stargate Mission

D.

Recognitions and Appreciations

- Shaun recognized Doug Ryan's outstanding work changing out hoses, regulators and propane tanks to keep our grilling on track while we served lunch to the staff on their first day back.
- Ray recognized Wayne, Robin, Stacy, and Jen for putting on a wonderful new school year kickoff for staff.
- Meryl recognized the staff and teachers for all their work preparing for students.
- Lisa recognized Doug Ryan and his team for all their work over the summer to get the classrooms and buildings ready. Wayne and Robin for all their preparation for the staff kickoff.
- Samantha echoed the rest of the board, thanking Robin and Wayne for the work they put in to make it a great start to the year and to the teachers who came in with positive energy.
- Lindsey recognized Dr. Greene and Mr. Granger for a successful staff kickoff event. Thank you also to all of our staff for participating with an open mind and for their thoughtful contributions to the discussion.
- Danielle recognized the gentle grace of those who have found kinks in the transition of using Board OnTrack. Also recognized the staff for their excitement and optimism for the beginning of the year and Robin and Wayne for the preparation and work that went into planning this incredible first week.

E. Board News and Events

The board attended the first day back for all staff on Monday, August 7th. We participated in team building activities and served lunch to the staff.

II. Approve Consent Agenda Items

A. Approve Consent Agenda

L. Hosfelt made a motion to remove the agenda from the consent agenda.

S. Schafer seconded the motion.

Remove agenda from consent agenda due to community handbook (6a) and staff handbook (6b) not being complete and pushed to next month's meeting.

The board **VOTED** unanimously to approve the motion.

L. Hosfelt made a motion to approve the meeting minutes from July 19, 2023.

S. Schafer seconded the motion.

The board **VOTED** unanimously to approve the motion.

L. Hosfelt made a motion to approve the agenda for August 9, 2023.

S. Howorko seconded the motion.

The board **VOTED** unanimously to approve the motion.

B.

Minutes

L. Hosfelt made a motion to approve the minutes from Governance Meeting on 07-19-23.

S. Howorko seconded the motion.

The board **VOTED** unanimously to approve the motion.

III. School Operations

A. Executive Director Operations and Finance Report

Facilities Updates:

- Prepared a video to instruct parents on new traffic patterns and drop off/pick up schedules.
- Did owners lap and almost completed. Overage is \$3k for weather delay and impact.
- Getting a quote to put ballers in the new lot when it isn't being used.
- Getting a quote to add crushed rock as only large crushed rock was put down
- Temporary signage in use, waiting for systems to be more finalized before investing in official signs
- No turn on red: Response from the city was that they will be out to observe and will decide if it can be removed.
- Marquee on elementary building was installed on August 8th
- Posts for score boards are to be installed next week, full installation to be done in September
- Sound system - will discuss where we will land with this since it was in the budget from last year

Operations Updates:

- Marketing theme: Concept of being FOR these things: Students, Team, Community, Me
- Team building was centered on this on first day of school.
 - For Students: Teachers had time to write postcards. Were sent to each student
 - For Team: Escape Room
 - For Community: 30+ blankets made for Project Linus
 - For Me: Being you, staff made tie dye t-shirts with the same shirts, but tie dying made them their own
- This concept can be seen throughout the parking lots and will be celebrated all year long.

B. Executive Director Academics Report

- Will send out video message to introduce community to the beginning of the school year.
- *For* is what school leaders will use within own buildings. The concept will connect to the Reimagine report to build on culture.
- Interviewed for a middle school principal - narrowed it down to 2 strong internal candidates. A letter of intent will be shared and staff will be notified tomorrow.
- The school theme and Reimagine report were the main themes of the Staff Kickoff training and discussion. The second day of instruction focused on the third-party Special Populations audit conducted last year.
- Dr. Rundquist will focus on differentiation in instruction this year with staff. Professional learning on differentiation has been identified as something teachers are seeking.
- Admin team worked with Shaun Schafer to develop a plan for appropriate use and monitoring of artificial intelligence resources, noting that Turn It In only catches some and is not a sufficient source.
- Sub theme for this year is *pivot*. A focus will be to communicate the *why* behind intent and decisions.
- Discussed that Team Leads are no longer in place at elementary level. Robin will discuss with Karen Wolfer.

IV. Public Comment

A. Public Comment Response

- Student discussed personnel issue regarding meeting last month
- Lisa issued an apology to student regarding personnel issue at last month's meeting.

V. Committee Reports

A. Elections

Report

Discussed approving up for \$2k for the need for the annual contract renewal with Simply Voting to facilitate the fall and spring elections.

Discussed the emails regarding records retention:

- Include records retention to the Elections Charter responsibilities for consistency with records and record archiving
- Add language that liaison is responsible for collecting report and submitting to agenda and packet for records keeping

- Meryl will formulate a response to the emails that compiles additional ideas as well as those discussed above.

M. Faulkner made a motion to approve up to \$2,000 for the annual contract renewal with Simply Voting to facilitate the fall and spring elections.

S. Howorko seconded the motion.

The board **VOTED** unanimously to approve the motion.

B. Finance

C. Fundraising Allocation

D. Recruiting

Discussion regarding the upcoming election beginning August 23rd. 2 parent and 2 staff seats are open this election.

E. School Accountability

VI. Action Items

A. Staff Handbook

Moved to next month item as handbook has not yet been completed.

B. Community Handbook

Moved to next month item as handbook has not yet been completed.

C. Communication Pathways

S. Howorko made a motion to approve communication pathways as discussed.

L. Hosfelt seconded the motion.

- Changes included a name change for *special populations*
- Discussed the pathway if there was an issue with the principal and principal was on the pathway. Discussed making a new subset if this was to be the case.
- Discussed who the intended audience is for each page. Possibly need to create a parent/student specific title to avoid confusion.
- Need to complete the ADD LINE section and then update to website

The board **VOTED** unanimously to approve the motion.

D. Committee Handbook

L. Hosfelt made a motion to approve the Committee Handbook as discussed.

S. Howorko seconded the motion.

- Committee members and chairs will not have a Stargate email to prevent violation of Student Privacy Law.
- No one except Board members and staff will be given emails due to potential CORA requests.
- Doing so could result in trouble due to negligence
- Suggestion for committee member to make an email specifically for that committee (such as using google) but does not open up Stargate's domain and allows for better protection
- Removed the need for each committee to create a succession plan

The board **VOTED** unanimously to approve the motion.

E. Training Plan

R. AuYeung made a motion to approve the training plan as discussed.

S. Schafer seconded the motion.

- Modules reduced from 30 to 11.
- Ray will work on changing the Training Policy.
- CDE is now pointing to the League of Charter Schools to utilize the free training modules
- Advised to remove Colorado Department of ED trainings and Colorado Secretary of State Training Modules for Non-Profit Boards as they are not utilized any longer
- Trainings to be received from ED's:
 - Robin - Section 504 and UIP & Special Pops training
 - Wayne - Board overview

The board **VOTED** unanimously to approve the motion.

F. Fundraising Allocation to Principals

S. Howorko made a motion to allocate \$10,000 to elementary and secondary principals for discretionary use.

M. Faulkner seconded the motion.

Each principal is given \$10k at the beginning of every year from fundraising for discretionary use (CHECK SECOND)

The board **VOTED** unanimously to approve the motion.

G. Revised Policy 1.21 Board Vacancy and Independent Director Appointments 1st Reading

L. Hosfelt made a motion to approve the first reading of Board Policy 1.21 Board Vacancy and Independent Director Appointments.

S. Schafer seconded the motion.

Remove definition of staff member to include all classifications of employees as defined in the Staff Handbook.

The board **VOTED** unanimously to approve the motion.

H. Revised Policy 1.13 School Logo Use Second Reading

S. Howorko made a motion to approve the Revised Policy 1.13 School Logo Use Second Reading.

L. Hosfelt seconded the motion.

if the club is sponsored by the school, it follows under this policy.

Have to control the brand, all needs to go through Wayne in writing.

The board **VOTED** unanimously to approve the motion.

VII. Discussion Items

A. Strategic Plan Update

- Reviewed the 2022-2023 goals:
 - Goal: Implement new staff evaluation system and identify/understand administration's and teachers' ability to reflect and measure growth of the evaluation process.
 - Attained by: Regular Staff Surveys
 - Goal: Utilize third party sources to improve staff satisfaction and retention. Also, analyze the current professional development structure and content to develop a plan for improvement.
 - Attained by: SAC Survey Results; Administrative goals
 - Goal: SPED/GT audit will be performed every three years and recommendations will be implemented.
 - Occurring this Fall
 - Results evaluated by administration and shared with board; necessary changes implemented by Spring
 - Goal: Implement hiring plan for Director of Operations and facilitate successful transition of responsibilities.
 - Attained by: Hiring Wayne Granger as Executive Director of both Operations and Finance
 - Goal: Implement hiring plan for Director of Finance and facilitate successful transition of responsibilities.
 - Attained by: Hiring Wayne Granger

B. Reimagine Follow Up, Communication

- Communication to community regarding Reimagine write up was shared to Board, need to make changes as needed.
- Discussed when to send:
 - Last week of August once mass beginning of the year emails settle and revisit email when we have Strategic Plan in October to show the work it is driving

- Send once we meet for Strategic Planning and can tie the work done at Strategic Plan to the goals and overview done by Reimagine
- Decided to send at the end of August and will send updated email once we meet for Strategic Planning and will share ideas, goals and future planning. Felt it important to get it out to the community sooner as that is what we said we would do once we had results to share.

C. Evaluation Rubrics and Process

- Looked at Board OnTrack's questions, DPS leader tools, and ultimately went back to CDE quality standards.
- First going to go through and revise the standards to reflect the ED's jobs at Stargate
- Danielle and Meryl would like to send this to get the approval from CDE once complete
- Will add a Board relationship piece
- A full draft form will be shared with Wayne and Robin to get their ideas on ways they've been evaluated in the past and get their feedback.
- Brought in the Smart Goal, 5 pointed star, KPI and discussed how those are all related and connected.
- Ideal to have it to approved at September board meeting

D. Bylaw Revisions Process and Timeline

- Will address proposed changes to the Bylaws at the State of the School. Based on terms set forth in the Bylaws, these changes are best made in connection with the spring election.
- Will consult with the League of Charter Schools and legal counsel to address the Bylaws to get rid of confusing language, remove gaps and to not be so specific that we are constantly needing to make changes.
- Goal is to write policies that we are able to change but have bylaws be a long standing document that doesn't get changed often.
- Want to involve the community to see what their opinions are regarding changes to the Bylaws, will send out survey
- Get to the bare minimum in the Bylaws to remove holes and ambiguity. Want them to be timeless and leave the rest to be written in policies.

E. Informal Community Meetings

- Discussed doing Breakfast with the Board, connecting it to Coffee Chat to build relationships with the Board.
- Discussed offering office hours at Starbucks in late September
- Board members attend community events

- Lindsey and Lisa will do office hours at the end of September
- Will bring feedback back to the group and plan out further dates

VIII. Future Planning

A. Next Board Meeting Agenda and Board Packet

B. Next Admin Sync Meeting

Lindsey and Lisa will meet with Robin and Wayne on August 28th at 8:30am

C. Upcoming Events

Back to School - August 9th

Eagle Fest - August 19th

IX. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:29 PM.

Respectfully Submitted,
D. Fox

Documents used during the meeting

- 2023-24 Communication Pathways.pdf

Coversheet

School Accountability

Section: V. Committee Reports
Item: C. School Accountability
Purpose: FYI
Submitted by:
Related Material: KPI Report 6.30.23.pdf



Key Performance Indicators

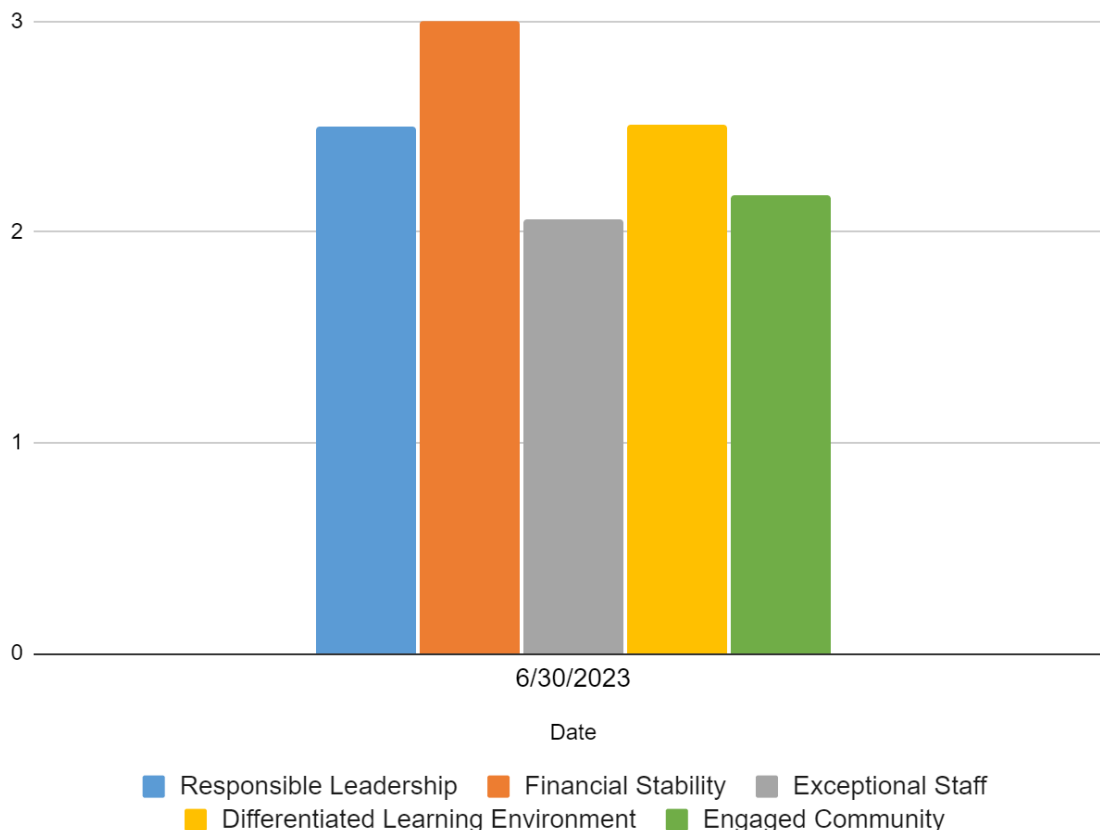
As of June 30, 2023

Key performance indicators (KPIs) are measurable values that demonstrate how the school is performing. These values are represented in five categories that align with the Governance Board’s Strategic Plan. Defined goals and measures that are outlined in the school’s Unified Improvement Plan are also included so that progress toward those goals can be more effectively evaluated and tracked.

Stargate School’s KPIs are formulated and monitored by the School Accountability Committee. As data from various sources is collected and analyzed and historical trends are established, changes may be made to the scoring process. New indicators will also be included as new data becomes available. KPIs will be updated on a quarterly basis and will be made available to the Stargate community after data is finalized and approved.

The KPIs highlight areas of strength, as well as reveal areas that require continued attention and goal-oriented strategies. The KPIs will be utilized by the Board in the preparation of each year’s Strategic Plan, as well as in their day-to-day decision making as they strive to fulfill the school’s mission.

Quarterly KPI Summary



Historical KPIs

Responsible Leadership



Date	Responsible Leadership	Financial Stability	Exceptional Staff	Differentiated Learning Environment	Engaged Community
6/30/2023	2.50	3.00	2.06	2.51	2.17
3/31/2023	2.50	2.75	1.87	2.51	2.11
12/31/2022	2.59	2.75	1.84	2.51	2.28
9/30/2022	2.59	2.50	2.01	2.66	2.41
2021-2022	2.59	2.90	2.10	2.65	2.34
2020-2021	2.53	2.88	2.05	2.66	2.25
2019-2020	2.43	2.49	2.30	2.64	2.13
2018-2019	2.38	2.05	2.32	2.61	2.10

Qualifiers
>=2.50
1.50 - 2.49
<1.50

Each measure is given a rating on a 0-3 scale based on available data. Ratings are categorized into three groups. Scores from 2.50 to 3 are coded as green, signifying that expectations are being met or exceeded. Scores from 1.50 to 2.49 are coded yellow, signifying that attention is needed and efforts toward improvement should be made. Scores below 1.50 are coded red, signifying that urgent attention is needed and immediate plans for improvement should be made.

Responsible Leadership								Overall Rating:	2.497
Goals: •Maintain a safe campus •Implement Stargate's mission and vision •Ensure compliance in all policies									
Key Performance Indicator	Measure	Data Owner	Threshold	as of date	update frequency	Previous score	Current score	Rating	Weight
Governance Board self-evaluation	cumulative score	Governance Board	Score converted to scale of 3	3/31/2023	annually	3.7	3.5	2.6	20%
Governance Board evaluation	cumulative score	School Accountability Committee	Score converted to scale of 3	3/31/2023	annually	3.5	3.2	2.4	20%
Community favorability	staff and parent responses to: "The Governance Board makes decisions based on what's best for Stargate students and staff"	School Accountability Committee/ staff & parent survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2023	annually	88%	83%	2.5	20%
Recommendations consideration	recommendations addressed, completed, and/or in progress, individually and subjectively scored by SAC	Governance Board, School Accountability Committee	average score	3/31/2023	quarterly <i>move to semi-annual</i>	2.1	2.3	2.3	20%
Safety	parent response to: "my child feels safe at school"	School Accountability Committee/ parent survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2023	annually	94%	88%	2.6	20%

Financial Stability								Overall Rating:	3.0
Goals:									
<ul style="list-style-type: none"> •Maintain the long-term viability of the school •Remain financially transparent 									
Key Performance Indicator	Measure	Data Owner	Thresholds	as of date	update frequency	Previous score	Current Score	Rating	Weight
Budget Performance	overall % actual vs budget for revenues and expenditures	Exec Dir of Operations and Finance	3: revenues >= 100% of budget; expenses <= 100% of budget	6/30/2023	quarterly	rev=75% exp=67%	rev=100% exp=94%	3	25%
			2: 1%-5% deviation from targets						
			1: >5% deviation from target						
Days Cash on Hand	days cash on hand >= 160 <i>(to be finalized)</i>	Exec Dir of Operations and Finance	3: >=160	6/30/2023	quarterly		167	3	25%
			2: 150-160						
			1: <150						
Revenue Distribution	annual %s consistent w/ defined targets: (a)salaries and benefits >=45% revenue; (b)debt service <=15% revenue; (c)other expenses <=17% revenue; (d)surplus	Exec Dir of Operations and Finance	3: targets met	6/30/2023	quarterly	a=59.1% b=12.7% c=16.4% d=11.8%	a=48.2% b=14.7% c=15.7% d=8.4%	3	25%
			2: 1%-5% deviation from target						
			1: >5% deviation from target						
Teacher Compensation	average salary comparison to corresponding Adams 12 salary level	Exec Dir of Operations and Finance	3: above district average	6/30/2023	annually	average salary 2% above	average base salary above Adams 12	3	25%
			2: at district average						
			1: below district average						

Exceptional Staff

Overall Rating: 2.1

Goals:

- Maintain a positive work environment
- Recruit, mentor and retain highly-skilled staff
- Ensure compliant and high-quality individualized learning plans

Key Performance Indicator	Measure	Data Owner	Threshold	as of date	update frequency	Previous score	Current Score	Rating	Weight
Teacher Evaluations	% of teachers receiving highly effective or effective rating in annual review	Principals	3: >=95%	6/30/2023	annually		100%	3	17%
			2: 90%-94%						
			1: <90%						
Teacher Gifted Training	% having completed GT training or course	HR Manager	3: >=90%	12/31/2022	annually	90%	75%	2	17%
			2: 75-89%						
			1: <75%						
CDE Highly Qualified Certification	% of teachers with CDE endorsements in primary content area	Principals	3: >=95%	9/30/2022	annually	99%	97%	3	17%
			2: 90%-94%						
			1: <90%						
Staff satisfaction	staff response to: "Considering everything, I am satisfied working at Stargate"	School Accountability Committee/ staff survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2023	annually	77%	78%	2.3	17%
Staff retention	% of staff retained from previous year	Exec Dir of Operations and Finance	3: >=90%	9/30/2022	annually	75%	67%	1	17%
			2: 75%-89%						
			1: <75%						
Department retention	staff retention by dept, defined as: Classified Staff (incl ops), Elem Staff, & Sec Staff (Elem/Sec incl cert teachers, counselors, lrng svcs); Excludes 4 Admin	Exec Dir of Operations and Finance	3: all departments >= 90% retention	9/30/2022	annually	Clssfd: 70% Elem: 81% Sec: 80%	Clssfd: 41% Elem: 73% Sec: 69%	1	17%
			2: one or more departments 75-89%						
			1: one or more departments <75%						

Differentiated Learning Environment								Overall Rating:	2.5
Goals:									
<ul style="list-style-type: none"> •Ensure that curriculum and programs provide differentiated learning opportunities for gifted learners •Ensure the admissions policy aligns with Stargate's mission and provides equitable access 									
Key Performance Indicator	Measure	Data Owner	Threshold	as of date	update frequency	Previous score	Current Score	Rating	Weight
Engagement and challenge	parent response to: "My child feels appropriately engaged and challenged"	School Accountability Committee/ parent survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2023	annually	85%	86%	2.6	5%
Curriculum transition	parent response to: "The transition for this student between levels or grades was well-coordinated and positively reinforcing"	School Accountability Committee/ parent survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2023	annually	88%	86%	2.6	5%
Student Achievement - Elementary (CMAS)	CDE indicator rating for Academic Achievement	CDE via schoolview.org	3: >=90 2: 80-89 1: <80	12/31/2022	annually	98.4 in 2019	100	3	15%
Student Growth - Elementary (CMAS)	CDE indicator rating for Academic Growth	CDE via schoolview.org	3: >=80 2: 70-79 1: <70	12/31/2022	annually	88.8 in 2019	76.3	2	15%
Student Achievement - Middle (CMAS)	CDE indicator rating for Academic Achievement	CDE via schoolview.org	3: >=90 2: 80-89 1: <80	12/31/2022	annually	96.8 in 2019	96.3	3	15%
Student Growth - Middle school (CMAS)	CDE indicator rating for Academic Growth	CDE via schoolview.org	3: >=80 2: 70-79 1: <70	12/31/2022	annually	52.5 in 2019	62.5	1	15%

PSAT performance (9th grade)	average student scores on PSAT	Secondary Principal	3: at or above top quartile in state of CO (≥ 1026)	9/30/2022	annually	1124	1144	3	7.5%
			2: between mean and top quartile						
			1: below mean						
PSAT performance (10th grade)	average student scores on PSAT	Secondary Principal	3: at or above top quartile in state of CO (≥ 1026)	9/30/2022	annually	1162	1174	3	7.5%
			2: between mean and top quartile						
			1: below mean						
SAT performance (11th grade)	average student scores on SAT	Secondary Principal	3: at or above top quartile in state of CO (≥ 1026)	9/30/2022	annually	1262	1251	3	7.5%
			2: between mean and top quartile						
			1: below mean						
Advanced Placement performance	average student scores on AP exams	Secondary Principal	3: ≥ 3	9/30/2022	annually	3.46	3.70	3	7.5%
			2: 2.5-3						
			1: < 2.5						

Engaged Community								Overall Rating:	2.2
Goals:									
<ul style="list-style-type: none"> •Build a respectful Stargate community of parents, students and staff who will be actively engaged in promoting the success of the school •Positively position Stargate in the greater community 									
Key Performance Indicator	Measure	Data Owner	Threshold	as of date	update frequency	Previous score	Current Score	Rating	Weight
Election participation	% of eligible voting members who cast their vote in fall and spring elections	Election Committee	3: >=25%	6/30/2023	semi-annually	22% <i>Fall '22</i>	25% Spring '23	3	20%
			2: 15%-25%						
			1: <15%						
Parent survey participation	ratio of responses to total student population	School Accountability Committee	3: >=50%	3/31/2023	annually	20%	19%	1	20%
			2: 35%-49%						
			1: <35%						
Staff survey participation	% of staff completing survey	School Accountability Committee	3: >=75%	3/31/2023	annually	81%	56%	2	20%
			2: 50%-74%						
			1: <50%						
Adequate volunteer support for staff	Staff response to: "I have an appropriate number of volunteers to assist"	School Accountability Committee/ staff survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2023	annually	91% <i>*pre-COVID</i>	85%	2.6	20%
Effective communication	parent response to: "I am pleased with the level of communication I have with this child's teachers"	School Accountability Committee/ parent survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2023	annually	84%	77%	2.3	20%

Unified Improvement Plan Key Performance Indicators								Overall Rating:	1.8
Goal: Monitor implementation of goals outlined in each year's UIP.									
Key Performance Indicator	Measure	Owner/Source	Threshold	as of date	update frequency	Previous score	Current Score	Rating	Weight
Staff understanding/ implementation of UIP	% of certified staff responding "strongly agree" or "agree" to survey question addressing UIP	School Accountability Committee/ staff survey	3: >= 75% 2: 50%-74% 1: <50%	3/31/2023	annually	68%	45%	1	20%
Social Emotional Satisfaction - Secondary Students	% of Secondary students who agree/strongly agree with survey question: "The school is meeting my emotional needs"	School Accountability Committee/ Student Climate Survey	3: >=82% 2: 70%-82% 1: <70%	6/30/2023	annually	Fall '21: 84% Spring '22: 68% Avg: 76%	Retired - Question modified in 22-23 Student Survey		
Social Emotional Satisfaction - Secondary Staff	% of Secondary staff who agree/strongly agree with survey question: "The social/emotional curriculum and programs meet the needs of students"	School Accountability Committee/ Staff Survey	3: >=65% 2: 60%-64% 1: <60%	3/31/2023	annually	25%	26%	1	20%
Social Emotional Satisfaction - Secondary Parents	% of Secondary parents who agree/strongly agree with survey question: "The social/emotional curriculum and programs meet the needs of students"	School Accountability Committee/ Parent Survey	3: >=70% 2: 65%-70% 1: <65%	3/31/2023	annually	69%	69%	2	20%
Student Growth - Elementary Reading (MAPS)	% of students achieving >= expected amount of growth (MAPS) in literacy from beg. to end of year	Elementary Principal	3: >=60% 2: 40-60% 1: <40%	6/30/2022	annually	47%	67%	3	20%

Reconnect, Recommit, and Re-engage Goals	% of teachers who create a professional goal focused on the 2021-22 school-wide theme - Reconnect, Recommit and Re-engage	Principals	3: >=95%	12/31/2021	annually	97%	<i>Retired - no longer applicable</i>		
			2: 90-94%						
			1: <90%						
Teacher Evaluations	% of teachers who received complete Teacher Evaluations	Principals	3: >=97%	6/30/2023	annually	97%	95%	2	20%
			2: 90-96%						
			1: <90%						
Teacher observation walkthroughs	% of teachers who received 8 walkthrough observations by their assigned administrator	Principals	3: >=90%	6/30/2022	annually	35%	<i>Retired - emphasis switched to goals and data</i>		
			2: 75-89%						
			1: <75%						