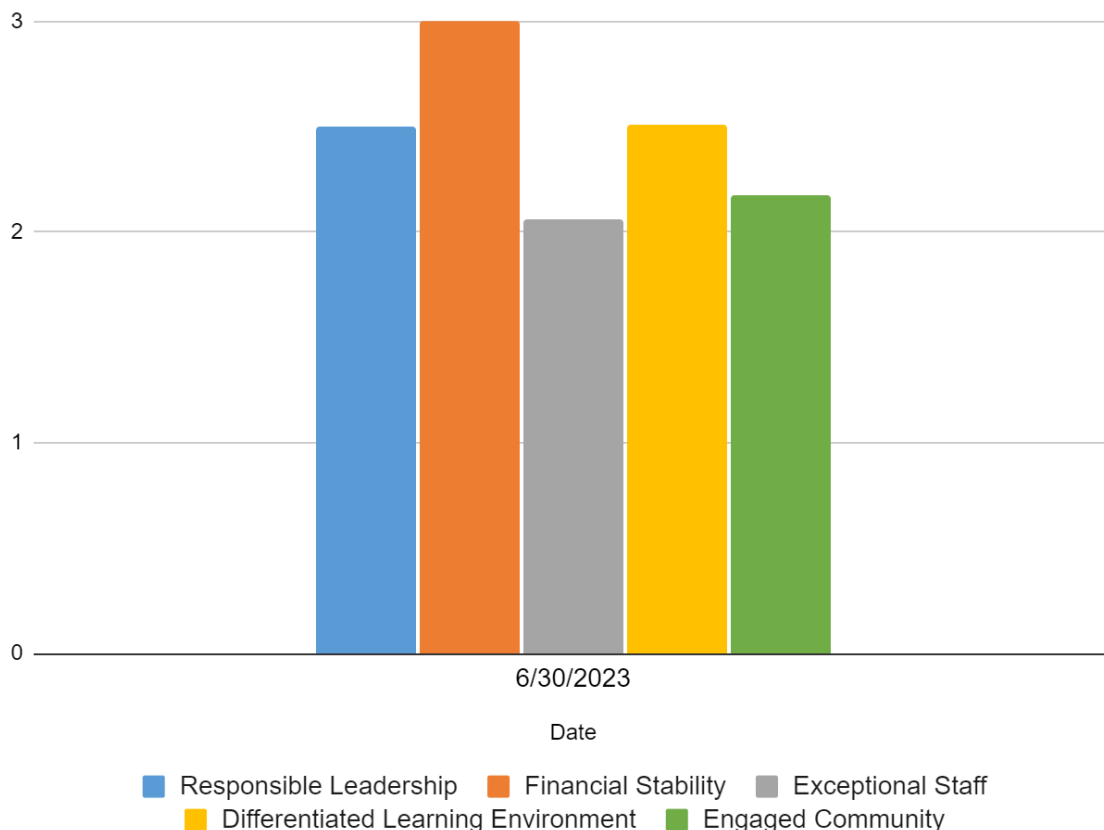# STARGATE SCHOOL

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

Date: 6/30/2023

Legend:
- Responsible Leadership
- Financial Stability
- Exceptional Staff
- Differentiated Learning Environment
- Engaged Community

Historical KPIs

Responsible Leadership

Engaged Community

Financial Stability

Differentiated Learning Environment

Exceptional Staff

● 6/30/2023   ⬡ 3/31/2023   ■ 12/31/2022   ★ 9/30/2022

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 *move to semi-annual*	*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:
•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 2: 1%-5% deviation from targets 1: >5% deviation from target	6/30/2023	quarterly	*rev=75% exp=67%*	rev=100% exp=94%	3	25%
Days Cash on Hand	days cash on hand >= 160 *(to be finalized)*	Exec Dir of Operations and Finance	3: >=160 2: 150-160 1: <150	6/30/2023	quarterly		167	3	25%
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 2: 1%-5% deviation from target 1: >5% deviation from target	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%
Teacher Compensation	average salary comparison to corresponding Adams 12 salary level	Exec Dir of Operations and Finance	3: above district average 2: at district average 1: below district average	6/30/2023	annually	*average salary 2% above*	average base salary above Adams 12	3	25%

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% 2: 90%-94% 1: <90%	6/30/2023	annually		100%	3	17%
Teacher Gifted Training	% having completed GT training or course	HR Manager	3: >=90% 2: 75-89% 1: <75%	12/31/2022	annually	*90%*	75%	2	17%
CDE Highly Qualified Certification	% of teachers with CDE endorsements in primary content area	Principals	3: >=95% 2: 90%-94% 1: <90%	9/30/2022	annually	*99%*	97%	3	17%
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% 2: 75%-89% 1: <75%	9/30/2022	annually	*75%*	67%	1	17%
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 2: one or more departments 75-89% 1: one or more departments <75%	9/30/2022	annually	*Clssfd: 70%* *Elem: 81%* *Sec: 80%*	Clssfd: 41% Elem: 73% Sec: 69%	1	17%

Differentiated Learning Environment

	Overall Rating:	2.5

Goals:
- 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:

•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% 2: 15%-25% 1: <15%	6/30/2023	semi-annually	*22% Fall '22*	25% Spring '23	3	20%
Parent survey participation	ratio of responses to total student population	School Accountability Committee	3: >=50% 2: 35%-49% 1: <35%	3/31/2023	annually	*20%*	19%	1	20%
Staff survey participation	% of staff completing survey	School Accountability Committee	3: >=75% 2: 50%-74% 1: <50%	3/31/2023	annually	*81%*	56%	2	20%
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% *pre-COVID*	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% 2: 90-94% 1: <90%	12/31/2021	annually	*97%*	*Retired - no longer applicable*		
Teacher Evaluations	% of teachers who received complete Teacher Evaluations	Principals	3: >=97% 2: 90-96% 1: <90%	6/30/2023	annually	*97%*	95%	2	20%
Teacher observation walkthroughs	% of teachers who received 8 walkthrough observations by their assigned administrator	Principals	3: >=90% 2: 75-89% 1: <75%	6/30/2022	annually	*35%*	*Retired - emphasis switched to goals and data*		